

Strategic Change, Risk Management & Leadership

11 – 22 October 2027
Kigali (Rwanda)

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Ref: 3255257_336516 **Date:** 11 – 22 October 2027 **Location:** Kigali (Rwanda) **Fees:** 7600 GBP

Introduction

In today's fast-changing and uncertain business environment, organizations must adapt quickly to remain resilient and competitive. Effective Change Management, combined with strong Leadership and robust Risk Management, enables organizations to navigate uncertainty, build trust, and secure long-term sustainability.

This 10-day comprehensive training equips participants with advanced tools, frameworks, and strategies to lead transformation initiatives, inspire teams, and embed risk-aware practices within the organizational culture.

Course Objectives

By the end of this program, participants will be able to:

- Understand the psychology and dynamics of organizational change.
- Apply Leadership strategies to manage and sustain Change Management initiatives.
- Communicate effectively with stakeholders and handle resistance.
- Implement international Risk Management frameworks such as ISO 31000, COSO, and PMBOK.
- Identify, assess, and mitigate risks using proven tools and techniques.
- Build sustainable, risk-aware organizational cultures.
- Strengthen decision-making and resilience in times of uncertainty.

Course Outlines

Day 1: Understanding Change and Leadership

- Introduction, registration, and program overview.
- Types of organizational change.
- The role of Leadership in driving change.
- External vs. internal change drivers.
- Psychology of change and readiness assessment.

A decorative graphic in the bottom right corner featuring a chessboard with several chess pieces (a king, a queen, and a pawn) and concentric circles radiating from behind them.

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Day 2: Change Management Frameworks and Tools

- Kotter's 8-Step Model.
- Lewin's Change Theory Unfreeze-Change-Refreeze.
- Application of the ADKAR Model.
- Stakeholder analysis.
- Change impact assessment.

Day 3: Communicating and Leading Through Change

- Crafting vision in Change Management.
- Communication planning clarity, consistency, channels.
- Role of emotional intelligence in Leadership.
- Handling objections and resistance.
- Building trust and credibility.

Day 4: Sustaining Change and Overcoming Resistance

- Identifying and managing resistance.
- Coaching teams through transition.
- Reinforcement strategies recognition, rewards, feedback.
- Embedding change into organizational culture.
- Monitoring and adjusting strategies.

Day 5: Practical Application & Action Planning

- Case studies in Change Management and Leadership.
- Group activities and role plays.
- Developing a personal leadership plan.
- Facilitated discussions and feedback.
- Final presentations.

Day 6: Foundations of Risk Management

- Key definitions and program overview.
- Types of risks: strategic, operational, financial, compliance.
- Importance of Risk Management in organizations.
- Overview of ISO 31000 and COSO ERM.
- Roles in risk governance.

Day 7: Risk Identification & Categorization

- Internal vs. external risk sources.
- Tools: brainstorming, SWOT, PESTLE, Delphi.
- Creating and maintaining a risk register.
- Categorizing risks by impact and function.
- Risk communication planning.

Day 8: Risk Assessment & Analysis

- Likelihood and impact assessment.
- Risk matrix and heat maps.
- Scenario analysis and prioritization.
- Probability and Expected Monetary Value EMV.
- Introduction to Monte Carlo and sensitivity analysis.

Day 9: Risk Treatment & Response Planning

- Treatment options: avoid, reduce, transfer, accept.
- Designing and implementing controls.
- Cost-benefit analysis of risk responses.
- Project risk planning in alignment with PMBOK.
- Procurement and contract risk management.

Day 10: Monitoring, Reporting & Real-World Application

- Key risk indicators and performance measures.
- Periodic review and audit.
- Building a risk-aware culture.
- Case study analysis and group exercises.
- Final wrap-up and presentations.

Why Attend This Course: Wins & Losses!

- Gain mastery in Change Management frameworks and tools.
- Enhance Leadership skills to guide teams through uncertainty.
- Apply global Risk Management standards to safeguard your organization.
- Improve communication and stakeholder engagement during transitions.
- Build resilience and adaptability in organizational culture.
- Strengthen decision-making through data-driven risk assessment.
- Learn from practical case studies and real-world applications.
- Advance your professional profile with a recognized certification.

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A graphic of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The board is checkered, and there are concentric circles in the background.

Conclusion

The Change Management, Leadership & Risk Management training program integrates three critical organizational capabilities: leading change, inspiring people, and managing risks effectively. Over ten days, participants will gain practical knowledge, hands-on experience, and actionable strategies to drive transformation, minimize risks, and ensure organizational sustainability.

By the end of the course, participants will be equipped to create risk-aware, change-ready cultures and provide leadership that secures long-term success.

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