

Change Management, Leadership & Risk Management

11 – 15 January 2027
Lyon (France)

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Introduction

In today's rapidly evolving and unpredictable business landscape, organizations are under constant pressure to adapt, respond, and sustain performance. Successful organizations are those that can effectively manage change, demonstrate strong leadership, and integrate structured risk management into their decision-making processes.

This intensive 5-day training program brings together change management, leadership, and risk management in a unified and practical approach. Participants will gain advanced tools, proven frameworks, and hands-on experience to lead transformation initiatives, inspire teams, manage uncertainty, and embed a risk-aware culture that supports long-term sustainability.

Course Objectives

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

- Understand the psychology, dynamics, and drivers of organizational change.
- Apply effective leadership strategies to lead and sustain change initiatives.
- Communicate clearly with stakeholders and manage resistance constructively.
- Implement internationally recognized risk management frameworks such as ISO 31000, COSO ERM, and PMBOK.
- Identify, analyze, and mitigate risks using practical tools and techniques.
- Build resilient, risk-aware, and change-ready organizational cultures.
- Strengthen decision-making capabilities in complex and uncertain environments.

Course Outlines

Day 1: Foundations of Change, Leadership, and Organizational Readiness

- Program introduction, registration, and overview.
- Understanding organizational change and its types.
- Internal and external drivers of change.
- The role of leadership in driving and supporting change.
- Psychology of change and human responses to transition.
- Assessing organizational readiness for change.

Day 2: Change Management Frameworks & Strategic Communication

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- Overview and application of key change management models:
 - Kotter's 8-Step Model
 - Lewin's Change Theory Unfreeze-Change-Refreeze
 - ADKAR Model
- Stakeholder analysis and change impact assessment.
- Crafting a clear change vision.
- Communication planning: messaging, channels, and consistency.
- Emotional intelligence in leadership and communication.

Day 3: Leading Through Resistance & Sustaining Change

- Identifying sources of resistance to change.
- Techniques for handling objections and managing resistance.
- Coaching individuals and teams through transition.
- Building trust, credibility, and leadership presence.
- Reinforcement strategies: recognition, rewards, and feedback.
- Embedding change into organizational culture.
- Monitoring progress and adjusting change strategies.

Day 4: Risk Management Foundations, Identification & Analysis

- Introduction to risk management and its organizational value.
- Types of risks: strategic, operational, financial, and compliance.
- Risk governance roles and responsibilities.
- Overview of ISO 31000 and COSO ERM frameworks.
- Risk identification tools: brainstorming, SWOT, PESTLE, and Delphi.
- Developing and maintaining a risk register.
- Risk categorization and communication planning.
- Risk assessment techniques: likelihood, impact, and prioritization.
- Risk matrix, heat maps, scenario analysis, EMV, and sensitivity analysis.
- Introduction to Monte Carlo simulations.

Day 5: Risk Treatment, Integration & Practical Application

- Risk treatment strategies: avoid, reduce, transfer, and accept.
- Designing and implementing risk controls.
- Cost-benefit analysis of risk responses.
- Project risk planning aligned with PMBOK.
- Procurement and contract risk management.
- Key risk indicators, monitoring, and reporting.
- Periodic review, audits, and continuous improvement.
- Building and sustaining a risk-aware culture.
- Case studies, group exercises, and role plays.
- Developing a personal leadership and action plan.
- Final presentations, feedback, and program wrap-up.

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Why Attend This Course: Wins & Losses!

- Mastery of practical change management frameworks and tools.
- Enhanced leadership capabilities to guide teams through uncertainty.
- The ability to apply global risk management standards confidently.
- Stronger communication and stakeholder engagement skills.
- Improved organizational resilience and adaptability.
- More informed, data-driven decision-making.
- Real-world case studies and hands-on applications.
- A recognized certification that strengthens professional credibility.

Conclusion

The Change Management, Leadership & Risk Management training program brings together three essential organizational capabilities into a focused and practical five-day experience. Participants will leave with actionable insights, tested methodologies, and the confidence to lead change, manage risks, and inspire people effectively.

By the end of the program, participants will be fully equipped to foster change-ready, risk-aware cultures and provide leadership that supports sustainable success in an increasingly complex world.

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