BLACKBIRD FOR TRAINING

Strategic Change, Risk Management & Leadership – Intensive Program

19 – 23 April 2027
Kigali (Rwanda)



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Ref: 3255647_206899 **Date:** 19 – 23 April 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

In a business environment defined by rapid change and constant uncertainty, adaptability has become a critical capability rather than a competitive advantage. Organizations that successfully align Change Management, Leadership, and Risk Management are far better equipped to navigate complexity, maintain stakeholder trust, and achieve long-term sustainability.

This intensive 1-week program provides a practical and integrated approach to mastering these three essential disciplines. It is designed to equip professionals with proven tools, structured frameworks, and real-world insights to effectively lead transformation initiatives, manage uncertainty, and build a resilient, change-ready, and risk-aware organizational culture. The program bridges theory with application, ensuring participants can confidently apply what they learn in dynamic business environments.

Course Objectives

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

- Understand the dynamics and psychology of organizational change
- Apply effective Leadership strategies to drive and sustain change initiatives
- Communicate clearly with stakeholders and manage resistance to change
- Utilize global Risk Management frameworks such as ISO 31000, COSO, and PMBOK
- Identify, assess, and analyze risks using structured methodologies
- Develop and promote a strong risk-aware culture within organizations
- Strengthen decision-making in uncertain environments
- Integrate Change Management, Leadership, and Risk Management into a unified strategic approach

Course Outlines

Day 1: Foundations of Change, Leadership & Risk Management

- Introduction to Change Management, Leadership, and Risk Management
- Types and drivers of organizational change
- The role of Leadership in driving transformation
- Understanding the relationship between change, risk, and uncertainty
- Core Concepts of Risk Management
- Internal and external influencing factors



Day 2: Change Management Frameworks & Leadership Skills

- Overview of key Change Management models Kotter, Lewin, ADKAR
- Stakeholder analysis and engagement strategies
- Change impact assessment techniques
- Developing transformational Leadership skills
- Emotional intelligence in leading change
- Vision setting and influencing teams effectively

Day 3: Communication, Resistance & Risk Identification

- Effective communication strategies during organizational change
- Managing resistance and overcoming barriers
- Building trust and organizational credibility
- Identifying types of risks: strategic, operational, financial, and compliance risks
- Risk identification tools: SWOT, PESTLE, brainstorming
- Developing and maintaining a risk register

Day 4: Risk Assessment, Analysis & Response Strategies

- Risk assessment techniques: likelihood and impact analysis
- Using risk matrices and heat maps
- Scenario analysis and risk prioritization
- Risk response strategies: avoid, reduce, transfer, accept
- Designing and implementing risk controls
- Aligning practices with PMBOK risk management standards

Day 5: Integration, Culture & Practical Application

- Building a change-ready and risk-aware organizational culture
- Key risk indicators KRIs and performance monitoring
- Risk review, audit practices, and continuous improvement
- Real-world case studies and practical applications
- Developing a personal Leadership action plan
- Final presentations and feedback



Why Attend this Course: Wins & Losses!

- Gain a comprehensive understanding of change management, Leadership, and risk management.
- Strengthen practical Leadership skills for managing uncertainty and transformation
- Apply internationally recognized Risk Management frameworks ISO 31000, COSO, PMBOK
- Improve stakeholder communication and engagement during change initiatives
- Build a more resilient and adaptable organization
- Enhance decision-making capabilities through structured risk analysis
- Learn from real-world case studies and interactive exercises
- Elevate your professional profile with valuable, in-demand expertise

Conclusion

This program brings together three critical pillars of modern organizational success: leading change, inspiring leadership, and managing risk effectively. Over five intensive days, participants will gain practical knowledge, hands-on experience, and strategic insights that can be directly applied in their professional roles.

By the end of the course, participants will be fully prepared to lead with confidence, foster change-ready and risk-aware cultures, and drive sustainable success in an increasingly complex and evolving business landscape.

