BLACKBIRD FOR TRAINING

Change Management and Transformation Leadership

7 – 11 June 2027
Accra (Ghana)



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Ref: 3255031_329786 **Date:** 7 – 11 June 2027 **Location:** Accra (Ghana) **Fees:** 4200 GBP

Introduction

Organizational change is inevitable in today's dynamic business environment. Leading change effectively and guiding teams through transformation is a critical skill for modern leaders. This course is designed to provide participants with the frameworks, tools, and leadership practices required to lead successful change initiatives and manage transformation with confidence.

Course Objectives

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

- Understand the dynamics and psychology of change.
- Apply change management frameworks such as Kotter's 8-Step Process and ADKAR.
- Develop effective communication strategies for leading transformation.
- Lead people through resistance and overcome obstacles to change.
- Design, implement, and sustain organizational change initiatives.

Course Outline

Day 1: Foundations of Change Management

- The nature and impact of organizational change
- Drivers of change in the business environment
- Key principles and myths of change management
- Understanding change readiness and organizational culture
- The role of leadership in driving change

Day 2: Change Management Frameworks & Models

- Kotter's 8-Step Change Model
- Lewin's Change Model: Unfreeze - Change - Refreeze
- Prosci's ADKAR Model
- McKinsey 7-S Framework
- Selecting the right model for your organization



Day 3: Leading People Through Change

- Understanding resistance to change
- Emotional cycle of change and psychological transition
- Influencing and motivating stakeholders
- Building trust and resilience during transformation
- Coaching employees through uncertainty

Day 4: Strategic Transformation & Execution

- Aligning change with strategic goals
- Developing change management plans
- Stakeholder mapping and engagement strategies
- Risk assessment and mitigation
- Monitoring progress and adjusting plans

Day 5: Sustaining Change & Embedding New Culture

- Creating a culture of continuous improvement
- Measuring change success and KPIs
- Institutionalizing change in processes and behavior
- Celebrating wins and recognizing contributions
- Action planning and personal leadership commitment

Why Attend This Course: Benefits

Attending this course offers a valuable opportunity for anyone looking to develop strong leadership skills and create meaningful impact within their organization. Through this program, you will gain a deep understanding of the mechanics of change and learn how to manage resistance effectively. You will be equipped with world-class best practices and strategies in change management, enabling you to lead your team with confidence, achieve sustainable results, and foster a culture of trust and collaboration. Developing these skills not only helps you meet organizational goals but also supports your personal growth as a leader who can adapt, inspire, and drive continuous improvement in a rapidly evolving business landscape.

Conclusion

At the end of this course, participants will be fully equipped with practical tools and insights to design and lead successful change initiatives. Each participant will develop a personalized action plan that reflects their commitment to driving sustainable change within their organization. The ability to lead change is no longer a supplementary skill — it is an essential capability for any leader striving to achieve success and growth in today's fast-paced and constantly evolving business environment.

