



Transformational Leadership and Change Management

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Introduction

Transformational leadership is about influencing others to get results, overseeing dramatic change inside and outside organizations, and building bench strength. Change management is concerned with managing organizational change in a people oriented manner. This course combines change theory, techniques and strategies along with practical real life experience. The course also examines the role, competencies and behaviors of the transformational leader in managing change

Who Should Attend?

- Managers
- Executives
- Supervisors
- Anyone who is involved in change management

Methodology

This interactive Training will be highly interactive, with opportunities to advance your opinions and ideas and will include;

- Lectures
- Workshop & Work Presentation
- Case Studies and Practical Exercise
- Videos and General Discussions

Certificate

BTS attendance certificate will be issued to all attendees completing minimum of 80% of the total course duration.

Course Objectives:

- Learning different models of change management as well as when and how they are used
- Understanding why transformational leadership and change management are essential to managers
- Being familiar with such terms as manager, leader, transformational leader and change management
- Understanding how ethics and values relate to transformational leadership and change management
- Knowing the characteristics/skills associated with transformational leadership and change management
- Understanding how to transform managers into transformational leaders

Course Outline:

DAY 1:

- The challenge
- Portrait and characteristics of transformation
- Do great leaders share the same traits?
- How much does context matter?

DAY 2:

- Charismatic and transformational leadership
- Resistance and reactions to change
- Phases of transformation
- Harnessing emotion
- Making change stick

DAY 3:

- Extrinsic motivation and reward
- Beyond money: Intrinsic motivation
- Power: Getting it and keeping it

- Key levers of power
- Influence: Tools of persuasion

DAY 4:

- Reciprocity: Give and take
- Negotiating as a way of life
- Avoiding the Zero-Sum game
- Building and leading teams
- Guiding teams as they evolve

DAY 5:

- Observation and organizational learning
- Stimulating creativity
- Leading innovation
- Developing leadership and emerging leaders