



PB INSTITUTE OF RESEARCH AND TECHNOLOGY

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Nairobi - Kenya

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Empowering Leadership In Change-driven Cultures Training Course

Duration: 5 days

On-Site

01 Who Should Attend

- This course is ideal for:
- Senior Managers and Executives
- Change Management Professionals
- Organizational Development Specialists
- Human Resources Business Partners
- Team Leaders and Supervisors
- Project and Program Managers
- Business Transformation Leaders
- Consultants specializing in organizational change
- High-Potential Leaders
- Anyone responsible for driving change and fostering culture

02 About the Course

In today's dynamic business environment, organizations are in a constant state of flux, making empowering leadership in change-driven cultures a critical differentiator for success. Leaders who can inspire adaptability, foster innovation, and cultivate a resilient workforce are essential for navigating continuous transformation and seizing new opportunities. This comprehensive training course is meticulously designed to equip executives and managers with the strategic mindset and practical tools needed to not only manage change effectively but also to build a culture where change is embraced as a catalyst for growth and continuous improvement.

This intensive five-day program moves beyond theoretical concepts to offer a hands-on blueprint for cultivating an adaptive mindset and leading impactful change initiatives. Participants will learn how to build trust, foster psychological safety, and communicate with empathy and clarity, empowering their teams to embrace new ways of working. By the end of this masterclass, you will possess the strategic insights and practical tools to lead change that not only achieves ambitious business objectives but also cultivates a highly engaged, adaptable, and high-performing workforce, prepared to thrive in any future scenario.



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03 Workshop Objectives

- Understand the critical role of leadership in shaping change-driven cultures.
- Develop a strategic framework for empowering teams through change.
- Master communication techniques that foster adaptability and buy-in.
- Cultivate a culture of psychological safety and continuous learning.
- Learn to identify and address resistance to change proactively.
- Enhance skills in coaching and mentoring for resilience.

04 Module Topics

Module 1: The Dynamics of Change-Driven Cultures

- Defining a change-driven culture and its characteristics
- The link between culture, leadership, and successful change
- Understanding the human response to continuous change
- Differentiating between reactive and proactive change leadership
- Case studies of cultures that embrace or resist change

Module 2: Strategic Vision and Empowerment

- Developing a compelling and adaptive vision for continuous change
- Aligning individual and team purpose with organizational transformation
- Empowering decision-making at all levels of the organization
- The leader's role in fostering autonomy and ownership
- Creating a shared narrative for ongoing evolution

Module 3: Communication for Continuous Change



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- Crafting clear, consistent, and empathetic messages about ongoing change
- Communicating the "why" and the benefits of continuous adaptation
- Leveraging multiple channels for broad and deep engagement
- Establishing robust feedback loops for real-time insights
- The art of transparent communication in uncertain times

Module 4: Building Psychological Safety and Trust

- The foundations of psychological safety in a dynamic environment
- Strategies for building and maintaining trust during continuous change
- Encouraging experimentation and learning from failure
- Fostering open dialogue and constructive challenge
- The leader's role in modeling vulnerability and intellectual humility

Module 5: Coaching and Developing Adaptive Capacity

- The principles of coaching for resilience and agility
- Supporting individuals through the emotional arc of continuous change
- Developing growth mindsets in teams and individuals
- Providing targeted training and development for new capabilities
- Mentoring future leaders to champion adaptation

Module 6: Navigating Resistance and Fostering Resilience

- Understanding resistance as a natural component of continuous change
- Proactive strategies for identifying and addressing change fatigue
- Building individual and organizational resilience to disruption
- Techniques for turning resistance into engagement
- The leader's role in maintaining morale and focus

Module 7: Sustaining Change and Continuous Improvement



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- ▶ Defining success metrics for ongoing change and cultural health
- ▶ Establishing mechanisms for continuous learning and adaptation
- ▶ Integrating new behaviors and processes into daily operations
- ▶ The role of systems and structures in embedding enduring change
- ▶ Creating a long-term roadmap for perpetual organizational renewal