



Leadership Excellence & Change Management

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Leadership Excellence & Change Management

5 days training course

For detailed information on training course dates, please click the link:

[Leadership Excellence & Change Management.](#)

Course Overview

Leadership Excellence & Change Management focuses on the essential skills and strategies needed to lead organizations through change while maintaining high levels of performance. As businesses face constant change due to evolving markets, technology, and customer expectations, effective leadership becomes crucial to ensuring successful transitions. This course provides practical tools and techniques to enhance leadership effectiveness and drive sustainable change. Participants will learn to develop emotional intelligence, manage resistance, create alignment around a shared vision, and ensure that their teams adapt successfully to new challenges and opportunities.

Training Objectives:

- Understand the core principles of leadership excellence and how to apply them in different organizational contexts.
- Develop skills in emotional intelligence and self-awareness to enhance leadership effectiveness.
- Learn how to manage and lead organizational change using proven change management frameworks.
- Build strategies for overcoming resistance to change and fostering a culture of innovation.
- Explore techniques for aligning teams with a shared vision and motivating them through times of transformation.
- Gain insights into managing stakeholder expectations during periods of organizational change.
- Understand how to measure and evaluate the success of change initiatives.
- Develop a personal leadership action plan for driving change within the organization.

Who Should Attend?

This course is designed for senior leaders, middle managers, and aspiring executives who are responsible for driving change within their organizations. It is also beneficial for HR professionals, consultants, and anyone who wants to enhance their leadership skills and understand how to lead and manage change effectively. The course is ideal for individuals working in dynamic environments, where change is frequent, and who are looking to improve their ability to lead teams and manage transitions in a changing business landscape.

Course Outline:

Day 1: Leadership Excellence - Foundations and Core Competencies

- What makes a leader excellent?
- Key leadership styles and their application in different organizational contexts
- The role of emotional intelligence in effective leadership
- Self-awareness and self-regulation for leadership excellence
- The importance of vision, integrity, and authenticity in leadership
- Practical exercise: Leadership style assessment and reflection
- Case study: Leadership excellence in successful organizations

Day 2: Emotional Intelligence and Effective Leadership

- Understanding emotional intelligence (EQ) and its components
- The impact of EQ on team dynamics, decision-making, and conflict resolution
- Developing empathy and social skills for leadership
- Managing stress and staying resilient in leadership roles
- Building a high-performing and cohesive team through EQ
- Practical exercise: Emotional intelligence self-assessment and development plan
- Case study: How leaders with high EQ navigated challenges in major organizations

Day 3: Theories and Frameworks of Change Management

- Introduction to change management principles
- Key change management models: Lewin's Change Model, Kotter's 8-Step Process, ADKAR, and others
- Identifying the types of change: Transformational, incremental, and transitional change
- The change process: Planning, implementation, and stabilization
- Practical exercise: Applying a change management model to a hypothetical organizational change
- Case study: How a global company successfully implemented a significant change initiative

Day 4: Leading Organizational Change and Managing Resistance

- Overcoming resistance to change: Understanding the psychological aspects of change
- Strategies for communicating change effectively across the organization
- Building buy-in from stakeholders and aligning teams around a shared vision
- Leadership techniques for managing uncertainty and maintaining morale during transitions

- Identifying and addressing sources of resistance to change
- Practical exercise: Developing a change communication plan
- Case study: Leading a successful digital transformation in an organization

Day 5: Sustaining Change and Measuring Success

- Creating a culture of continuous improvement and innovation
- The role of feedback and measurement in sustaining change
- Evaluating the success of change initiatives: Metrics, KPIs, and post-change assessments
- Ensuring long-term organizational alignment and integration of change
- Personal leadership action plan: Developing a strategy for leading change in your organization
- Final reflection and Q&A session
- Case study: How organizations sustained long-term change and innovation post-implementation



DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.