PARTNERS IN KNOWLEDGE UK LTD
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Training's Role in Strategic Transformation

PIK-0127 SNGP-2

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Place	: Singapore	**Venue**	: Compass Offices (Singapore Land Tower) - TBC		
Start Date	: 18-01-2027	**End Date**	: 29-01-2027	**PPP**	: £7500

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If you can't train them, you can't blame them!

Short Description:

Organisations today operate in an environment characterised by rapid technological advancements, evolving customers' expectations, regulatory changes and increasing competitive pressures. To remain relevant and achieve sustainable success, organisations must continuously transform their strategies, structures, processes, technologies and cultures. However, research consistently shows that success of transformation initiatives depends less on the technical aspects of change and more on the organisation's ability to prepare, engage and support its people throughout the transition. This intensive training program provides participants with a comprehensive understanding of organisational change management principles, methodologies and best practices. The program explores how leaders, managers, HR professionals, learning and development specialists and project teams can effectively plan, implement and sustain organisational transformation while minimising resistance and maximising employee engagement. Participants will learn how to align change initiatives with strategic objectives, manage stakeholder expectations and build a culture that embraces continuous improvement and innovation.

Course Overview:

COURSE OBJECTIVES

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

- Under the principles, theories and frameworks of organisational change management.
- Analyse drivers of strategic transformation and their implications for organisational performance.
- Assess organisational readiness and identify barriers to successful change implementation.
- Design stakeholder engagement and communication strategies that build commitment and reduce resistance.
- Develop training and learning strategies that support organisational transformation initiatives.
- Measure the effectiveness of change and learning interventions using relevant performance indicators.
- Create sustainable change plans that reinforce new behaviours, processes and organisational culture.

TARGET AUDIENCE:

This training program is designed for:

- Organisational Development (OD) Professionals.
- Human Resources Managers and Specialists.
- Learning and Development (L&D) Professionals.
- Change Management Practitioners and Consultants.
- Project Managers and Transformation Leaders.
- Department Managers and Team Leaders responsible for implementing change.
- Executives and Senior Leaders involves in Strategic Transformation Initiatives.

Program Outline:

COURSE SCHEDULE:

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DAY 1 – Understanding Organisational Change and Strategic Transformation

- The Changing Business Environment.
- Drivers of Organisational Change.
- Strategic Transformation Frameworks.
- Success and Failure Factors in Change Initiatives.

DAY 2 – Foundations of Change Management

- Evolution of Change Management.
- Leading Change Management and Methodologies.
- Change Management Lifecycle.
- Roles and Responsibilities in Change Initiatives.
- Integrating Change with Organisational Strategy.

DAY 3 – Organisational Culture and Change Readiness

- Understanding Organisational Culture.
- Diagnosing Cultural Barriers.
- Assessing Change Readiness.
- Building Organisational Agility.
- Creating a Change-Receptive Environment.

DAY 4 – Stakeholder Engagement and Communication

- Stakeholder Analysis Techniques.
- Managing Stakeholder Expectations.
- Designing Effective Communication Plans.
- Building Trust during Transformation.
- Employee Engagement Strategies.

DAY 5 – Managing Resistance and Building Commitment.

- Understanding Sources of Resistance.
- Psychological Reactions to Change.
- Techniques for Managing Resistance.
- Influencing and Negotiation Skills.
- Building Commitment and Ownership.

DAY 6 - The Strategic Role of Training in Change Management

- Learning as a Change Enabler.
- Linking Training to Strategic Objectives.
- Competency Development for Transformation.
- Adult Learning Principles in Change Programs.
- Training Governance and Alignment.

DAY 7 – Designing Learning Solutions for Transformation

- Training Needs Analysis for Change Initiatives.
- Designing Change-Oriented Learning Programs.
- Blended Learning Approaches.
- Digital Learning and Transformation.
- Creating Reinforcement Mechanisms

DAY 8 – Implementing Training During Transformation

- Change Communication Through Learning.
- Delivering Effective Training Interventions.
- Coaching and Mentoring for Change.
- Supporting Managers as Change Champions.
- Learning Transfer and Workplace Application.

DAY 9 – Measuring Change and Training Effectiveness

- Change Management Metrics.
- Learning Evaluation Frameworks.
- Performance Measurement Techniques.
- Monitoring Adoption and Behavioural Change.
- Continuous Improvement and Feedback Systems.

DAY 10 – Sustaining Change and Building a Learning Organisation

- Institutionalising New Behaviours.
- Reinforcing Organisational Culture.
- Knowledge Management Practices.
- Continuous Learning and Innovation.
- Developing a Sustainable Transformation Roadmap.

CASE-STUDY:
Alpha Manufacturing Ltd – Transformation Strategy