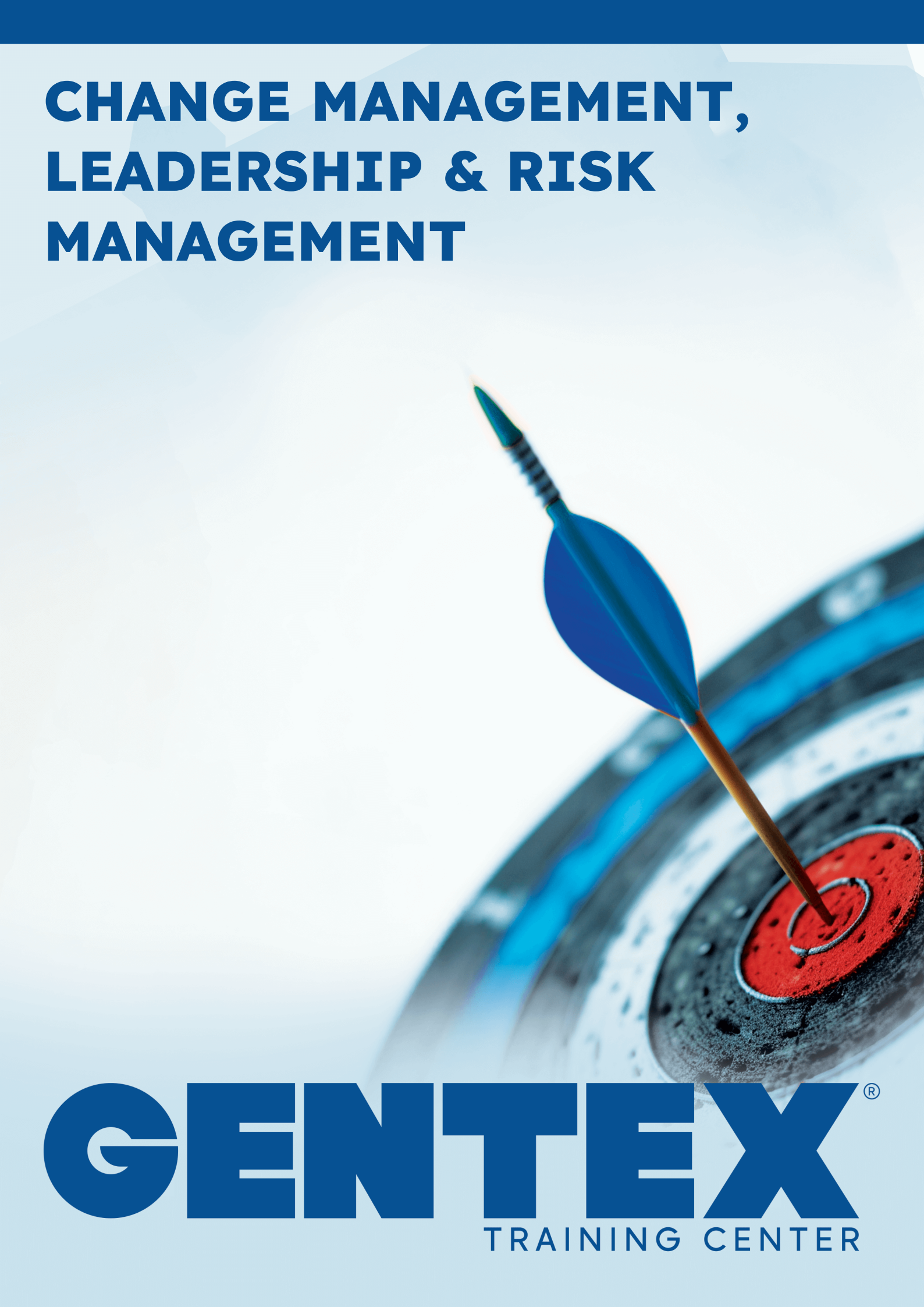
CHANGE MANAGEMENT, LEADERSHIP & RISK MANAGEMENT



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Introduction

Change and risk travel together: every transformation creates exposure, and every unmanaged risk eventually forces a change nobody planned. The Change Management, Leadership & Risk Management Training Course treats the three disciplines as one connected system rather than separate courses. Participants learn to lead change credibly, assess its impact and readiness, and manage the risks that appear along the way. Furthermore, the course covers the ADKAR model, Kotter's eight-step model, Prosci methodology, and risk registers. In addition, it addresses governance, ethics, and adoption measurement. As a result, participants return able to lead change and control its risks without losing momentum.

Change Management, Leadership & Risk Management Course Objectives

- Lead change using Kotter's eight-step model and clear communication.
- Apply the ADKAR model to guide individual transitions.
- Apply Prosci methodology and change assessment tools.
- Conduct change impact, readiness, and resistance risk assessments.
- Identify, assess, and mitigate risk using risk registers.
- Apply risk appetite and tolerances to change decisions.
- Engage sponsors and build communication plans for transformation.
- Manage resistance through listening and structured response.
- Apply governance, ethics, and internal control fundamentals.
- Measure adoption, risk exposure, and benefit realisation together.

Course Methodology

- Instructor-led sessions linking change leadership with risk practice.

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- Structured assessments on live or sample change and risk scenarios.
- Case studies of transformation programmes and risk events.
- Role-play exercises on resistance, sponsorship, and difficult conversations.
- Group workshops building change plans, risk registers, and scorecards.
- Continuous knowledge checks and a final assessed integrated project.

Who Should Take This Course

- Senior managers and transformation programme leaders.
- Change managers and change practitioners.
- Risk managers and internal control professionals.
- Compliance, audit, and governance officers.
- Programme and project managers delivering change.
- Consultants supporting transformation and risk programmes.

Change Management, Leadership & Risk Management Course Outlines

Day 1: Leading Change Foundations

- Why change leadership determines transformation success.
- The ADKAR model: awareness, desire, knowledge, ability, reinforcement.
- Kotter's eight-step change model and its leadership focus.
- Prosci methodology and research foundations.
- Leadership behaviours that build or destroy commitment.
- Common failure patterns and early warning signs.
- Workshop: mapping a live initiative to ADKAR and Kotter.

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Day 2: Change Assessment and Readiness

- Conducting change impact and readiness assessments.
- Prosci risk assessment grid and resistance risk scoring.
- Identifying impacted groups and their concerns.
- Readiness factors: sponsorship, capacity, and culture.
- Building the case for change with evidence.
- Scoping change effort, resources, and governance.
- Workshop: completing a readiness and impact assessment.

Day 3: Risk Management Fundamentals

- Risk management principles and ISO 31000 guidance.
- Risk identification methods and risk taxonomy.
- Risk assessment: likelihood, impact, and risk scoring.
- Risk appetite, tolerance, and escalation thresholds.
- Building and maintaining risk registers.
- Risk mitigation planning, owners, and controls.
- Workshop: building a risk register for a change programme.

Day 4: Sponsorship, Culture, and Resistance

- Sponsor roadmap and visible sponsorship practice.
- Communication planning: audiences, senders, messages, timing.
- Diagnosing culture and addressing blocking behaviour.
- Resistance management: listen, respond, adjust.
- Governance, ethics, and internal control awareness.

- Coaching line managers as change and risk agents.
- Workshop: running a communication and resistance session.

Day 5: Adoption, Risk Monitoring, and Benefit Realisation

- Measuring adoption and proficiency with ADKAR metrics.
- Change and risk dashboards and executive reporting.
- Monitoring risk exposure through the change lifecycle.
- Linking adoption data to benefit realisation.
- Lessons learned and continuous improvement in change and risk practice.
- Building a personal integrated development plan.
- Workshop: presenting an integrated change and risk scorecard.

Conclusion

By successfully completing the Change Management, Leadership & Risk Management Training Course, participants will have acquired the knowledge to lead change credibly, assess impact and readiness, build risk registers and mitigation plans, manage resistance and culture, and measure adoption, risk exposure, and benefit realisation together. They will also gain the ability to apply governance and internal control fundamentals to transformation programmes. Furthermore, the course prepares leaders to run change and risk as one discipline rather than two competing workstreams. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready change and risk practice.

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FAQs

Q1 What is the "Change Management, Leadership & Risk Management" course about?

It is an integrated programme on leading organisational change while controlling its risks. It covers the ADKAR model, Kotter's eight-step model, Prosci methodology, change impact and readiness assessment, risk identification and registers, risk appetite, sponsorship and communication planning, resistance management, governance, and adoption measurement.

Q2 What are the key benefits of the "Change Management, Leadership & Risk Management" course?

Participants gain a combined method that raises adoption while keeping exposure controlled, which reduces both failed change and unmanaged risk. The course improves sponsor engagement and communication, strengthens readiness and risk assessment, lowers resistance-driven delay, and gives leadership one integrated view of adoption, risk, and benefit realisation.

Q3 What skills will I gain from the "Change Management, Leadership & Risk Management" course?

Change leadership using ADKAR, Kotter, and Prosci methods; change and risk assessment with registers and mitigation plans; sponsorship, communication and resistance management; and governance, risk monitoring and adoption measurement.

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Q4 What tools, methods, or standards are covered in the "Change Management, Leadership & Risk Management" course?

The course covers the ADKAR model, Kotter's eight-step change model, Prosci methodology and its three-phase process, the Prosci risk assessment grid, ISO 31000 risk management principles, risk registers and risk scoring matrices, risk appetite and tolerance statements, communication planning templates, sponsor roadmaps, culture diagnostic models, training needs analysis, internal control concepts, and ADKAR adoption and proficiency metrics.

Q5 How is the "Change Management, Leadership & Risk Management" course applied in real-world practice?

Graduates apply it by assessing readiness and risk before launch, building a phased plan with named owners, and maintaining a risk register that is reviewed alongside adoption metrics. They also run sponsor and communication plans, support managers as change agents, manage resistance through structured listening, and report adoption, exposure, and benefit realisation together to executives.