

ENTERPRISE LEADERSHIP FOR TRANSFORMATION



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TRAINING CENTER



Introduction

Enterprise Leadership for Transformation prepares senior leaders to direct change that reshapes how an organisation competes and operates. Transformation fails more often from leadership than from strategy: unclear priorities, competing agendas, exhausted teams, and initiatives that lose momentum after the first quarter. This Enterprise Leadership for Transformation Training Course builds the leadership discipline that transformation demands. Participants examine strategic diagnosis, change architecture, stakeholder alignment, culture, capability building, and governance of transformation portfolios. Furthermore, the course covers the McKinsey 7S framework, Kotter's eight steps, the ADKAR model, and the three horizons model. It also addresses leading under uncertainty and sustaining momentum. As a result, participants leave able to lead transformation with clarity and staying power.

Enterprise Leadership for Transformation Course Objectives

- Diagnose the need for transformation using strategic and environmental analysis.
- Build a transformation case with a clear narrative, scope, and success measures.
- Apply the McKinsey 7S framework to align strategy, structure, and systems.
- Lead change using Kotter's eight steps and the ADKAR model.
- Balance incremental and radical change with the three horizons model.
- Map stakeholders and build coalitions across functions and levels.
- Design transformation governance with clear decision rights and reporting.
- Build capability and talent needed for the future operating model.
- Manage culture, resistance, and change fatigue during long programmes.
- Measure transformation progress with leading and lagging indicators.



Course Methodology

The course applies interactive, practice-based methods:

- Facilitated workshops on live transformation challenges.
- Case studies of successful and failed transformation programmes.
- Simulation of transformation governance and prioritisation decisions.
- Role-play of stakeholder alignment and resistance conversations.
- Group work on transformation roadmaps and capability plans.
- Action planning that converts each framework into a leadership commitment.

Who Should Take This Course

- Executives and senior leadership team members.
- Transformation and change programme directors.
- Business unit and department heads.
- Strategy and enterprise planning leaders.
- HR and organizational development executives.
- Senior managers preparing for enterprise-level responsibility.

Enterprise Leadership for Transformation Course Outlines

Day 1: Foundations of Enterprise Transformation

- Defining transformation, turnaround, and continuous improvement.
- Understanding why transformation programmes fail.
- Diagnosing the case for change with strategic analysis.

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Info@gentextraining.com



- Distinguishing incremental from radical change.
- Reviewing transformation archetypes and delivery models.
- Assessing your organisation's transformation readiness.
- Identifying the transformation challenges you actually face.

Day 2: Strategy, Direction, and the Transformation Case

- Analysing the environment with PESTEL and Porter's Five Forces.
- Assessing internal capability with SWOT, VRIO, and the value chain.
- Building a transformation vision and clear success measures.
- Setting transformation objectives with OKRs and the Balanced Scorecard.
- Defining scope, sequencing, and the three horizons model.
- Building the transformation narrative for stakeholders.
- Drafting a transformation case outline.

Day 3: Change Architecture and Governance

- Applying the McKinsey 7S framework to alignment.
- Leading change with Kotter's eight steps and the ADKAR model.
- Designing transformation governance and decision rights.
- Structuring transformation offices, workstreams, and reporting.
- Managing portfolios and prioritising initiatives.
- Aligning budgets, incentives, and operating model changes.
- Building a transformation governance framework.





Day 4: People, Culture, and Capability

- Mapping stakeholders with powerinterest and influence analysis.
- Building coalitions and middle-manager champions.
- Diagnosing culture with Schein's three levels and the Competing Values Framework.
- Managing resistance, loss, and change fatigue.
- Building capability and reskilling for the future model.
- Communicating consistently through long programmes.
- Designing a capability and culture plan.

Day 5: Execution, Measurement, and Sustaining Momentum

- Translating transformation into initiatives and roadmaps.
- Measuring progress with leading and lagging indicators.
- Running transformation reviews and course corrections.
- Managing risk, dependencies, and escalation.
- Sustaining momentum after the launch phase.
- Embedding change into routines, systems, and leadership practice.
- Finalizing a personal enterprise transformation action plan.



Conclusion

By successfully completing Enterprise Leadership for Transformation, participants will have acquired practical knowledge of transformation diagnosis, strategy alignment, change architecture, governance, capability building, and measurement. They will have gained skills in transformation strategy and diagnosis, change leadership and governance, culture and capability building, and transformation measurement, plus a personal action plan. Gentex Training Center designed this program to help senior leaders direct transformation that lasts.

FAQs

Q1 What is the "Enterprise Leadership for Transformation" course about?

It prepares senior leaders to direct organisation-wide change. Participants study transformation diagnosis, strategy alignment, the McKinsey 7S framework, Kotter's steps and ADKAR, governance design, culture and capability building, and progress measurement.

Q2 What are the key benefits of the "Enterprise Leadership for Transformation" course?

Participants gain clearer transformation priorities, stronger governance, and better alignment across functions. Organisations also reduce wasted investment, keep initiatives alive past the launch phase, and build the capability needed for the future operating model.



Q3 What skills will I gain from the "Enterprise Leadership for Transformation" course?

You will develop four core skills: transformation strategy and diagnosis, change leadership and governance design, culture and capability building, and transformation measurement and momentum management.

Q4 What tools, methods, or standards are covered in the "Enterprise Leadership for Transformation" course?

The course covers PESTEL, Porter's Five Forces, SWOT, VRIO, the value chain, the McKinsey 7S framework, Kotter's eight steps, the ADKAR model, the three horizons model, OKRs, the Balanced Scorecard, Schein's three levels of culture, the Competing Values Framework, powerinterest stakeholder mapping, and transformation portfolio governance practice.

Q5 How is the "Enterprise Leadership for Transformation" course applied in real-world practice?

Participants apply the methods to live enterprise tasks, such as building a transformation case, designing governance structures, planning a capability and reskilling programme, mapping stakeholders, and leading a transformation review. Each module ends with an action commitment, so learning transfers directly into enterprise leadership.