

LEADING INNOVATION AND ORGANIZATION TRANSFORMATION



GENTEX[®]
TRAINING CENTER



Introduction

Leading Innovation and Organization Transformation Training Course prepares leaders to redesign how an organisation works while keeping it operating. Transformation touches structure, processes, technology, culture, and capability at the same time, and innovation is what keeps the change producing new value. This program connects the two. It draws on operating model design, innovation portfolio practice, and change leadership. It covers transformation diagnosis, roadmap design, governance, and adoption measurement. As a result, participants learn to plan transformation in stages, protect delivery during transition, and keep innovation alive under pressure. Furthermore, the course covers culture change, capability building, and sustaining momentum.

Leading Innovation and Organization Transformation Course Objectives

- Diagnose organisational design with the McKinsey 7S framework.
- Apply operating model design to structure, process, and capability.
- Build a transformation roadmap with phases and stage gates.
- Apply PESTLE and Porter's Five Forces to strategic context.
- Manage innovation portfolios with the Three Horizons framework.
- Build transformation governance with the RACI matrix.
- Run structured experiments with hypothesis and test design.
- Lead change with Kotter's eight steps and the ADKAR model.
- Manage transformation risk and change saturation.
- Measure adoption, benefit realization, and cultural shift.

Course Methodology

- Facilitated sessions built around real transformation cases.

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- Diagnosis and operating model design workshops.
- Role-play of sponsorship, alignment, and resistance conversations.
- Group exercises in roadmap design and portfolio prioritisation.
- Case studies of successful and failed transformations.
- Simulation of a transformation steering committee.
- Peer review, reflection, and a personal transformation plan.

Who Should Take This Course

- Senior managers and transformation directors.
- Business unit and functional leaders.
- Strategy and organizational design professionals.
- Innovation and R&D leaders.
- Program and change managers.
- HR and organizational development leaders.
- Consultants supporting large-scale transformation.

Leading Innovation and Organization Transformation Course Outlines

Day 1: Diagnosing the Organisation

- Defining organisational transformation and its scope.
- The McKinsey 7S framework for alignment diagnosis.
- PESTLE and Porter's Five Forces for strategic context.
- Operating model components: structure, process, technology, people.
- Identifying transformation drivers and urgency.



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- Common causes of transformation failure.
- Case study: a transformation that restructured and delivered.

Day 2: Designing the Transformation and Innovation Strategy

- Designing the target operating model.
- Building a phased transformation roadmap and stage gates.
- Linking innovation to transformation goals.
- The Three Horizons framework for innovation portfolios.
- Business cases and value estimation for transformation.
- Balancing efficiency and growth objectives.
- Workshop: designing a transformation roadmap.

Day 3: Governance, Sponsorship, and Stakeholders

- Transformation governance structures and decision rights.
- The RACI matrix for programme accountability.
- Sponsorship roles and executive alignment.
- Stakeholder mapping with the power-interest grid.
- Communication strategy and message sequencing.
- Managing resistance, politics, and competing agendas.
- Simulation: a transformation steering committee.

Day 4: Innovation, Experimentation, and Capability

- Running structured experiments with clear hypotheses.
- Prototyping and piloting new operating practices.



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- Agile delivery and iterative rollout approaches.
- Capability building, reskilling, and role redesign.
- Change agent networks and internal champions.
- Managing change saturation and initiative fatigue.
- Workshop: designing an experiment and rollout plan.

Day 5: Adoption, Culture, and Sustained Transformation

- Measuring adoption with ADKAR and readiness assessments.
- Tracking benefit realization and value metrics.
- Shifting culture through systems, symbols, and incentives.
- Embedding change into policy, process, and governance.
- Sustaining innovation after transformation ends.
- Creating a personal transformation leadership plan.
- Capstone: presenting a transformation blueprint.

Conclusion

By successfully completing Leading Innovation and Organization Transformation Training Course, participants will have acquired the knowledge to diagnose organisational alignment, design a target operating model and roadmap, govern transformation with clear accountability, run experiments and build capability, lead change with proven frameworks, and measure adoption and benefit realization. They will also understand how to keep innovation alive once the transformation programme closes. Gentex Training Center delivers this program through applied workshops and expert facilitation, preparing leaders to transform organisations without losing performance.





FAQs for the Leading Innovation and Organization Transformation course

Q1 What is the "Leading Innovation and Organization Transformation" course about?

It is a training program that teaches leaders to redesign how an organisation works while keeping it performing. It covers organisational diagnosis, target operating model design, transformation roadmaps, governance, innovation practice, and adoption measurement.

Q2 What are the key benefits of the "Leading Innovation and Organization Transformation" course?

Participants gain a structured transformation method, stronger executive alignment, and practical ways to keep innovation alive during change. Organizations benefit from clearer roadmaps, less change fatigue, faster benefit realization, and restructurings that hold after implementation.

Q3 What skills will I gain from the "Leading Innovation and Organization Transformation" course?

Participants build organisational diagnosis and operating model design, transformation roadmap and portfolio planning, governance, sponsorship, and stakeholder management, and innovation experimentation, capability building, and adoption measurement.



Q4 What tools, methods, or standards are covered in the "Leading Innovation and Organization Transformation" course?

The course covers the McKinsey 7S framework, PESTLE, Porter's Five Forces, operating model design, phased roadmaps and stage gates, the Three Horizons framework, the RACI matrix, the power-interest stakeholder grid, hypothesis and test design, prototyping, agile delivery, the ADKAR model, Kotter's eight steps, benefit realization tracking, and after-action reviews.

Q5 How is the "Leading Innovation and Organization Transformation" course applied in real-world practice?

Learners apply it by diagnosing alignment gaps, drafting a target operating model, sequencing a phased roadmap, agreeing governance and sponsorship roles, piloting new practices, and tracking adoption and benefits through the programme and after closure.