

STRATEGIC CHANGE, RISK MANAGEMENT & LEADERSHIP – INTENSIVE PROGRAM



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Introduction

Strategic Change, Risk Management & Leadership Intensive Program Training Course compresses the three disciplines that decide whether transformation succeeds into one demanding week. Participants work through change design, risk control, and leadership practice in a fast, case-driven format. The program moves quickly from models to application, with simulations that test judgement under real pressure. As a result, learners leave able to plan a transformation and defend its risk position at the same time. Furthermore, the intensive format builds the decisiveness and composure that senior change roles require.

Strategic Change, Risk Management & Leadership Intensive Program Course Objectives

- Lead transformation using Kotter's eight steps, the ADKAR model, and Lewin's model.
- Assess readiness with change readiness assessments and stakeholder impact analysis.
- Apply enterprise risk management principles and the ISO 31000 framework.
- Build risk registers with likelihood, impact, owners, controls, and review cycles.
- Apply the hierarchy of controls, ALARP principles, and bow-tie analysis to major risks.
- Use scenario planning, stress testing, and pre-mortem techniques for uncertainty.
- Map stakeholders with power-interest grids and coalition analysis.
- Design stage-gate governance and clear decision rights for change programs.
- Set change KPIs and key risk indicators (KRIs) with baselines and targets.
- Lead change through crisis with resilience, ethics, and clear communication.

Course Methodology

- Intensive case-driven sessions with rapid model-to-application cycles.

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- Workshops on readiness assessment, risk registers, and control design.
- Group work on stakeholder plans and governance structures.
- Hands-on practice with scenario planning, pre-mortems, and KRI dashboards.
- Simulation of crisis leadership and resistance under time pressure.
- Facilitator coaching and peer review on integrated change and risk plans.

Who Should Take This Course

- Change and transformation leaders and program directors.
- Risk managers and enterprise risk specialists.
- Senior managers and department heads driving reform.
- Governance, compliance, and internal control professionals.
- HR and organizational development leaders supporting change.
- Consultants advising on transformation and risk portfolios.

Strategic Change, Risk Management & Leadership Intensive Program Course Outlines

Day 1: Change Architecture and Readiness

- Why transformation fails and what leaders actually control.
- Change models: Kotter's eight steps, ADKAR, and Lewin's model.
- Prosci methodology and the human side of change.
- Change readiness assessments and maturity models.
- Organizational culture and change capacity.
- Leadership roles: sponsor, change agent, and target.
- Case study: diagnosing a stalled transformation.





Day 2: Stakeholders, Communication, and Resistance

- Stakeholder mapping with power-interest grids and coalition analysis.
- Impact analysis across roles, teams, and processes.
- Communication strategy, message discipline, and channel planning.
- Managing resistance, cynicism, and change fatigue.
- Building sponsor support and leadership alignment.
- Negotiating change with influential sceptics.
- Workshop: building a stakeholder and communication plan.

Day 3: Risk Identification and Assessment

- Enterprise risk management principles and the ISO 31000 framework.
- Risk identification: checklists, HAZOP, and what-if analysis.
- Risk matrices, likelihood, and impact scoring.
- Risk registers with owners, controls, and review cycles.
- Bow-tie analysis for major change risks.
- Key risk indicators (KRIs) and early warning systems.
- Exercise: building a risk register for a transformation portfolio.

Day 4: Controls, Scenarios, and Change Governance

- The hierarchy of controls and ALARP principles.
- Preventive, detective, and corrective control design.
- Scenario planning, stress testing, and pre-mortem methods.
- Contingency planning and business continuity basics.
- Stage-gate governance and decision rights.

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- Managing risk events mid-transformation.
- Simulation: crisis response during a live transformation.

Day 5: Measurement, Resilience, and Integrated Leadership

- Change KPIs: adoption, proficiency, and outcome metrics.
- Setting baselines and targets for change and risk.
- Monitoring, reporting, and benefits realization.
- Crisis leadership and decision-making under pressure.
- Personal resilience, wellbeing, and sustainable leadership.
- Institutionalizing change and learning routines.
- Capstone: presenting an integrated change and risk leadership plan.

Conclusion

By successfully completing Strategic Change, Risk Management & Leadership Intensive Program, participants will gain a compressed but complete command of change design, risk control, and resilient leadership. They will acquire skills in readiness assessment, risk registers and controls, scenario planning, governance, and measurement under pressure. Gentex Training Center designs the program to prepare leaders to move organizations forward decisively without exposing them to avoidable failure.

FAQs





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

It compresses change design, risk control, and leadership into one demanding week. The course covers change models, readiness and stakeholder planning, risk registers and controls, scenario planning, governance, and change measurement, with application following each model quickly.

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

You gain a fast, integrated method for leading transformation while controlling its risks. The course shortens the gap between learning and applying, reduces failed change, improves early warning of problems, and builds the decisiveness leaders need under pressure.

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

You will develop four core skills: strategic change design and readiness assessment, enterprise risk identification and assessment, control design with scenario planning and change governance, and resilient change leadership with performance measurement.



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

The course covers Kotter's eight steps, the ADKAR model, Lewin's model, the Prosci methodology, power-interest grids, the ISO 31000 risk framework, risk matrices, bow-tie analysis, risk registers, key risk indicators (KRIs), the hierarchy of controls, ALARP principles, scenario planning, stress testing, pre-mortem analysis, and stage-gate governance.

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

Participants apply it to real programs such as a business unit restructure, a new operating model rollout, and a major system implementation. The same methods support change portfolio risk registers, crisis response plans, and post-program reviews.