

STRATEGIC CHANGE, RISK MANAGEMENT & LEADERSHIP



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TRAINING CENTER



Introduction

Strategic Change, Risk Management & Leadership Training Course prepares leaders to drive transformation while keeping its risks under control. Participants learn how to plan change, anticipate what could go wrong, and lead people through uncertainty with steadiness. The program combines change frameworks, enterprise risk practice, and leadership development in one integrated flow. As a result, learners gain the ability to move an organization forward without exposing it to avoidable failure. Furthermore, the course strengthens decision-making, stakeholder alignment, and the resilience that sustained change demands.

Strategic Change, Risk Management & Leadership Course Objectives

- Lead change using Kotter's eight steps, the ADKAR model, and Lewin's model.
- Assess change readiness with readiness assessments and stakeholder impact analysis.
- Apply enterprise risk management principles and the ISO 31000 framework.
- Build risk registers with likelihood, impact, owners, and controls.
- Apply the hierarchy of controls and ALARP principles to reduce change risk.
- Use scenario planning and stress testing for strategic uncertainty.
- Map stakeholders with power-interest grids and coalition analysis.
- Set change KPIs and key risk indicators (KRIs) with baselines and targets.
- Govern change with stage-gate oversight and decision rights.
- Strengthen leadership resilience, ethics, and communication under pressure.

Course Methodology

- Interactive sessions built on real change and risk cases.

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- Workshops on change models, risk registers, and readiness assessment.
- Group work on stakeholder plans and control design.
- Hands-on practice with scenario planning and KRI dashboards.
- Simulation of leading change through crisis and resistance.
- Facilitator coaching and peer review on 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 leading reform.
- Governance, compliance, and internal control professionals.
- HR and organizational development leaders supporting change.
- Consultants advising on transformation and risk programs.

Strategic Change, Risk Management & Leadership Course Outlines

Day 1: Foundations of Strategic Change

- Why transformation programs fail and what leaders control.
- Change models: Kotter's eight steps, ADKAR, and Lewin's model.
- Strategic change versus continuous improvement.
- Organizational culture and its effect on change capacity.
- Leadership roles in change: sponsor, agent, and target.
- Ethics and fairness during difficult change.
- Case study: a transformation that stalled.





Day 2: Readiness, Stakeholders, and Communication

- Change readiness assessments and maturity models.
- Stakeholder mapping with power-interest grids and coalition analysis.
- Impact analysis across roles, teams, and processes.
- Communication strategy and message discipline.
- Managing resistance, cynicism, and change fatigue.
- Building sponsor support and leadership alignment.
- Workshop: preparing a change readiness and stakeholder 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.
- Building and maintaining risk registers with owners and controls.
- Bow-tie analysis for major change risks.
- Key risk indicators (KRIs) and early warning systems.
- Exercise: building a risk register for a transformation program.

Day 4: Controls, Scenarios, and Change Governance

- The hierarchy of controls and ALARP principles.
- Designing preventive, detective, and corrective controls.
- Scenario planning and stress testing for strategic uncertainty.
- Contingency planning and business continuity basics.
- Stage-gate governance and decision rights.

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- Managing change risk under time pressure.
- Simulation: responding to a risk event mid-transformation.

Day 5: Leading Change, Measurement, and Resilience

- 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, participants will gain an integrated approach to leading transformation while controlling its risks. They will acquire skills in change design, risk assessment, control planning, and resilient leadership under pressure. Gentex Training Center designs the program to help leaders move organizations forward without exposing them to avoidable failure.

FAQs

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



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It connects the three disciplines that determine whether transformation succeeds: change design, risk control, and leadership. The course covers change models, readiness and stakeholder planning, risk registers and controls, scenario planning, governance, and measurement across the change lifecycle.

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

You gain the ability to move an organization forward without creating avoidable risk. The course reduces failed change, improves early warning of problems, strengthens stakeholder alignment, and builds the personal resilience leaders need when pressure and resistance peak.

Q3 What skills will I gain from the "Strategic Change, Risk Management & Leadership" 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" 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 and stress testing, stage-gate governance, and change KPIs with baselines and targets.



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

Participants apply it to real programs such as restructuring a business unit, implementing a new operating model, and managing a major system rollout. The same methods support risk registers for change portfolios, crisis response planning, and post-program reviews.

