

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Leading and Managing Change

Code	City	hotel	Start	End	price	Language - Hours
LC-700SA	Abha	Hotel Meeting Room	2027-01-24	2027-01-28	9950 SR	En - 25

The Programme Content

Foundations of Change

- Welcome, Introductions, Programme Objectives, Personal Objectives and ‘Ground Rules’
- “Seescapes” and “Soundscapes” – how change has been a constant in your lives
- Business Strategy and Change
  - The Importance of Strategy
  - Defining Strategy
  - Strategic Drift
  - STEEPLE Analysis
- Where is your Organisation Now?
- Drivers of Change
- Business Drivers of Change
- McGahan’s Trajectories of Industry Change
- Competitive Strength and Competitive Advantage

Generating Momentum and Leading Change

- Leading strategic and cultural change
- Models of change
- Planning for change: Kotter’s Eight Stage model
- Gaining support
- Overcoming resistance
- Addressing individual resistance. Winning hearts and minds

Preparing for Change

- Why Change often Fails
    - Commonest causes of failure in change initiatives and what to do about them
- Causal model of Change
- Burke-Litwin
- Financial Perspective
- Customer Perspective
- Business Process Perspective
- Learning and Growth Perspective
- The Balanced Scorecard
- Organisational Fitness Model
- The Sigmoid Curve
- Change in Teams
- Force Field Analysis
    - Helpers and Blockers for Change
- Porters' 5 forces
- McKinsey 7s
- Change Readiness
- Organisational Fitness
- Timing of Change
- Analytical tools

People and Change

- Reactions to Change
- Managing Reactions to Change
- Personal Effects of Change
- The Emotional Loop
- Glasser's Drivers
- ABCD theory
- Pink's "Drive" theory: rewards and cognitive skills

- Herzberg – Hygiene and Motivational factors
- Stakeholder Mapping
- Stakeholder Management
- Stakeholder Value
- RACI Analysis
- Kano’s Customer Satisfaction Model
- Motivation to Change
- Stakeholders and Shareholders
- Delighting our Clients and Customers with Change

Leading and Managing Change

- Leading and Managing Change
    - The Leader as Role Model
        - Essential Qualities of a Change Leader
        - The VIVE™ model as the basis for Change Leadership
    - Kotter - Top Down Leadership
    - Balogun and Johnson’s – Middle-out Leadership
    - Kaizen – Incremental Change
- Communicating Change
- The “Skyscraper” model for Communicating Change
- Winning Hearts and Minds
- Delegation, Empowerment and Trust

Culture and Change

- Cultural Dimensions of Change
    - Corporate Culture
        - Edgar Schein
        - Cameron and Quinn Culture Audit
    - National Culture
    - Trompenaars and Hofstede
- Building a Learning Organization & teamwork

- Single and Double Loop Learning
- Systems Thinking
    - Laws of the Fifth Discipline
- Detailed Action Planning Session
    - Individual Action Planning
    - Paired Challenge, Coaching and Discussion
    - Plenary Declaration of Actions

Inspirational leadership: future action and intent

- The anatomy of leadership
- Inspiring by creating meaning: building a compelling vision
- Inspiring through communication: elevator speech
- Inspiring through trust
- Use inspiration in mentoring and coaching others

Leading the Strategic Skills

- Building trust and encourage teamwork
- Behaviours, values and stakeholder for support the vision
- The leadership qualities that will deliver the vision
- Two fundamental questions on leadership
- Inspiring others
- My leadership challenge

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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