

Course Description



Strategic Leadership for Programmes of Organisational Change

Program Management Professional (PgMP®) Compliant Development Programme

Course Summary

Major organisational change is rarely delivered through a single project. Instead, it requires coordinated programmes that integrate multiple initiatives, manage complex stakeholder environments, and ensure strategic benefits are realised.

This intensive five-day experiential programme develops the capabilities required to lead complex programmes successfully using internationally recognised programme management practices aligned with the PMI Standard for Program Management.

Through realistic programme simulations, strategic decision exercises, and role-play scenarios, delegates will strengthen their ability to govern programmes, align initiatives with strategy, manage senior stakeholders, and deliver measurable business value.

While the programme supports professionals preparing for the PMI Program Management Professional (PgMP®) credential, the primary emphasis is on building practical programme leadership capability for real-world environments.

Why You Should Attend

Leading programmes requires more than managing multiple projects. Programme leaders must align strategy, coordinate delivery across multiple initiatives, influence senior stakeholders, and ensure long-term benefits are realised.

This programme enables participants to:

- Lead complex multi-project programmes
- Align programme delivery with organisational strategy
- Govern programme structures and decision-making
- Manage senior stakeholder expectations
- Coordinate multiple project teams effectively
- Ensure benefits and value are realised
- Navigate political and organisational complexity

Delegates will develop the strategic thinking, leadership capability, and governance awareness required for successful programme delivery.

Learning Outcomes

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By the end of this programme, delegates will be able to:

- Establish and govern complex programmes aligned to organisational strategy
- Coordinate and integrate multiple projects within a programme environment
- Manage senior stakeholders and executive decision-making
- Develop programme roadmaps and delivery structures
- Monitor programme performance and manage strategic risks
- Ensure benefits realisation and organisational value delivery
- Navigate organisational change and political complexity
- Lead programme teams across organisational boundaries

Organisational Impact

Organisations benefit when programme leaders can translate strategy into coordinated delivery.

This programme supports organisations to:

- Improve success rates for strategic transformation initiatives
- Strengthen programme governance and oversight
- Align projects with organisational objectives
- Improve coordination across departments and initiatives
- Enhance stakeholder engagement at executive level
- Realise measurable business benefits from programmes
- Build internal leadership capability for complex change initiatives

Delegate Impact

Participants completing this programme will:

- Strengthen their strategic leadership capability
- Improve their ability to coordinate complex delivery environments
- Develop confidence working with executive stakeholders
- Enhance decision-making in uncertain programme environments
- Learn to manage multiple projects as integrated programme components
- Strengthen benefits management and value delivery capability
- Gain practical tools for leading organisational change

Delegates leave with practical approaches that can be applied immediately to real programme environments.

Methodology

This programme uses experiential learning and programme simulations to develop real capability.

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Delegates work through an evolving programme case study involving multiple projects, organisational change pressures, and strategic objectives.

Learning methods include:

- Programme simulation exercises
- Strategic decision-making workshops
- Stakeholder negotiation role play
- Governance and board simulations
- Case study analysis
- Facilitated discussion and reflection
- Peer collaboration and feedback

Participants rotate roles including:

- Programme Manager
- Executive Sponsor
- Portfolio Leader
- Business Change Lead
- PMO Director
- Project Manager

Who Should Attend

This programme is designed for professionals responsible for coordinating complex initiatives across organisations.

Suitable participants include:

- Programme Managers
- Senior Project Managers transitioning to programme leadership
- Portfolio managers
- Transformation leaders
- PMO directors and senior PMO staff
- Senior leaders responsible for strategic initiatives

Participants will benefit most if they have experience managing multiple projects or strategic initiatives.

Day-by-Day Course Outline

Day 1 – Programme Management Foundations

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The first day introduces the strategic role of programme management and how programmes enable organisational change.

Topics include:

- The role of programme management in strategic delivery
- Differences between projects, programmes, and portfolios
- Programme lifecycle and governance structures
- Strategic alignment and value delivery
- Establishing programme vision and objectives

Delegates participate in a programme initiation simulation, where they define programme objectives, engage sponsors, and establish initial governance.

Day 2 – Stakeholder Leadership & Governance

Effective programme leadership requires strong governance and engagement with senior stakeholders.

Topics include:

- Programme governance frameworks
- Executive decision-making structures
- Stakeholder engagement strategies
- Managing organisational politics
- Leading cross-organisational collaboration

Delegates participate in programme board simulations and executive stakeholder role-play exercises.

Day 3 – Programme Planning & Integration

Day three focuses on coordinating multiple projects and integrating delivery across a programme.

Key topics include:

- Programme roadmap development
- Dependency management
- Integrating multiple projects
- Resource coordination across initiatives
- Managing programme-level risks

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Delegates work through programme planning workshops and dependency management simulations.

Day 4 – Benefits Realisation & Strategic Value

Programme success is measured through realised benefits, not just completed projects.

Topics include:

- Benefits identification and mapping
- Benefits realisation frameworks
- Measuring organisational value
- Managing change to enable benefits
- Programme performance monitoring

Delegates participate in benefits mapping workshops and strategic value analysis exercises.

Day 5 – Leading Complex Programmes

The final day focuses on managing complex programme challenges and strategic decision-making.

Topics include:

- Managing large-scale organisational change
- Navigating political environments
- Programme risk and crisis management
- Ethical leadership in programmes
- Programme closure and transition to operations

Delegates participate in a large-scale programme crisis simulation, responding to stakeholder pressure, strategic change, and emerging programme risks.

The programme concludes with reflection on leadership development and professional growth.