



## **CHANGE LEADERSHIP FOR TRANSFORMATIONAL ORGANIZATION GROWTH TRAINING**



MTBM Group Sdn. Bhd. (1600656-M)

Level 8, MCT Tower, Sky Park, One City, Jalan USJ 25/1, 47650 Subang Jaya, Selangor

**Course Title:** Change Leadership for Transformational Organization Growth Training

**Course Validity:** 2 Days

**Validity:** Not Applicable

**HRD Corp Scheme:** Claimable

## **INTRODUCTION**

This training provides participants with the leadership capabilities required to drive transformational change within an organisation. The course focuses on change leadership competencies, organisational readiness, people-centric transformation, communication strategies, stakeholder alignment, and methods to overcome resistance. Participants will learn practical frameworks such as Kotter's 8-Step Change Model, ADKAR, and people-focused leadership tools to lead teams effectively through periods of growth, restructuring, or innovation. The programme develops leaders who can inspire commitment, sustain momentum, and create a culture that embraces continuous change.

## **OBJECTIVE(S):**

- Understand the fundamentals of organisational transformation and change leadership.
- Learn structured change management frameworks (Kotter, ADKAR, Bridges).
- Strengthen communication, influence and alignment skills during change processes.
- Identify sources of resistance and apply people-focused strategies to overcome them.
- Build capability to lead organisational transformation with confidence and clarity.
- Enhance strategic thinking to drive long-term organisational growth.
- Develop a practical roadmap for leading sustainable change initiatives.

**TARGET GROUP(S):**

- Managers, Supervisors & Team Leaders
- Change Agents / Transformation Teams
- HR & Organisational Development Personnel
- Department Heads & Project Leaders
- Anyone responsible for leading change initiatives

**ENTRY REQUIREMENT(S):**

- Able to read, write, and communicate in Malay/English

**TOPIC(S):**

1. Introduction to Change Leadership
2. Understanding Organisational Transformation
3. Change Leadership vs Change Management
4. Models of Change (Kotter, ADKAR, Bridges)
5. Organisational Readiness & Culture Assessment
6. Communication Strategies for Leading Change
7. Identifying & Managing Resistance to Change
8. Leading People Through Uncertainty & Transition
9. Stakeholder Engagement & Influence Skills
10. Designing a Change Leadership Roadmap
11. Sustaining Organisational Growth Post-Change
12. Action Planning & Implementation Workshop

**LIST OF REFERENCE BOOK(S):**

- Leading Change – John P. Kotter
- ADKAR Model – Prosci
- Managing Transitions – William Bridges
- Harvard Business Review: Change Leadership Collection

**LIST OF TEACHING AID(S):**

- LCD projector
- Computer
- Whiteboard with accessories

**METHODOLOGY(S):**

- Lecture
- Group discussions
- Case studies
- Leadership simulations
- Change leadership workshop

## TRAINING SCHEDULE

### Day 1

Time	Activity / Topic
8:30 am – 9:00 am	Registration & Introduction
9:00 am – 9:45 am	Topic 1: Fundamentals of Change Leadership
9:45 am – 10:30 am	Topic 2: Organisational Transformation Concepts
10:30 am – 10:45 am	Morning Tea Break
10:45 am – 11:30 am	Topic 3: Change Leadership vs Change Management
11:30 am – 12:30 pm	Topic 4: Change Models – Kotter, ADKAR, Bridges
12:30 pm – 1:30 pm	Lunch Break
1:30 pm – 2:30 pm	Topic 5: Assessing Organisational Readiness
2:30 pm – 3:30 pm	Topic 6: Leading People Through Transition
3:30 pm – 3:45 pm	Afternoon Tea Break
3:45 pm – 5:00 pm	Workshop 1: Mapping Change Impact & Readiness

## TRAINING SCHEDULE

### Day 2

Time	Activity / Topic
8:30 am – 9:00 am	Recap of Day 1
9:00 am – 9:45 am	Topic 7: Communication Strategies for Change
9:45 am – 10:30 am	Topic 8: Managing Resistance & Building Support
10:30 am – 10:45 am	<b>Morning Tea Break</b>
10:45 am – 11:30 am	Topic 9: Stakeholder Influence & Engagement Tools
11:30 am – 12:30 pm	Topic 10: Leading High-Performance Change Teams
12:30 pm – 1:30 pm	<b>Lunch Break</b>
1:30 pm – 2:30 pm	Topic 11: Sustaining Momentum & Organisational Growth
2:30 pm – 3:30 pm	Topic 12: Designing the Change Leadership Roadmap
3:30 pm – 3:45 pm	<b>Afternoon Tea Break</b>
3:45 pm – 5:00 pm	Final Workshop: Creating a Transformational Change Plan