

Leadership & Management Development



3.9 Leading Organisational Change

The programmes within this Management and Leadership pillar are not “off-the-shelf” courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect what is really happening in the day-to-day reality of managing people and performance. What is often framed as a need to “upskill managers” typically reveals a deeper challenge – clarity of role, consistency of behaviour, confidence in decision-making or the ability to lead through uncertainty.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how management is currently experienced across your organisation and what kind of development will genuinely change how people lead, support and hold others to account. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Personal Development, Business Development and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

Course Overview

Organisational change is essential for growth, innovation and long-term success. Leaders must guide their teams through uncertainty while maintaining trust and performance. This practical one-day programme equips leaders with strategies to plan, communicate and implement change effectively.

Participants will learn how to develop change plans, address resistance and create an environment where people feel informed, involved and supported throughout transitions.

Who Should Attend

Designed for:

- Managers, supervisors and leaders involved in change initiatives
- Individuals preparing to lead transformation projects
- Professionals supporting organisational development and improvement

Relevant across all business functions and levels of leadership.

Context

Change may be constant, but it is seldom easy. People experience uncertainty, resistance and emotional disruption when expectations shift. Leaders must guide others through these periods with confidence and compassion.

At Expleo we help leaders understand the human side of change and create clarity that supports commitment. This programme strengthens the ability to communicate purpose, address concerns and maintain progress so that transformation delivers its intended benefits.

How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

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Course Objectives

By the end of this programme participants will be able to:

- Explain the drivers and challenges of organisational change
- Build a structured plan to support successful change
- Communicate transparently with clarity and consistency
- Recognise resistance early and respond constructively
- Encourage engagement, adaptability and shared ownership
- Reinforce and sustain change to achieve intended outcomes

Course Outline

- 1. Understanding Organisational Change**
 - Drivers for change and organisational impact
 - Supporting people through uncertainty and disruption
- 2. Planning for Successful Change**
 - Components of a practical change plan
 - Assessing risks and readiness
- 3. Effective Change Communication**
 - Communicating with different stakeholder groups
 - Providing clarity, reassurance and purpose
- 4. Managing Resistance and Concerns**
 - Identifying causes of resistance
 - Engaging others in constructive dialogue
- 5. Strengthening Change Culture**
 - Encouraging adaptability and shared ownership
 - Enabling innovation and continuous improvement

6. Sustaining Change Progress

- Monitoring performance and reinforcing results
- Learning from change to improve future initiatives

Training Methodology

Participative and applied learning including:

- Group discussion and reflective activities
- Case studies and practical examples
- Change-simulation exercises where relevant
- Facilitator guidance to support real-world application

Participants will leave with practical change leadership strategies to influence positive behaviours and effective organisational performance.

Contact

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