

LEADING CHANGE AND ORGANIZATIONAL RENEWAL



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Introduction to Organizational Renewal



The Leading Change and Organizational Renewal course is designed for leaders who want to navigate organizational transformations effectively. The course covers topics such as understanding roadblocks to change, building an organizational architecture that encourages managerial problem-solving, designing service excellence, becoming an ambidextrous organization, sourcing knowledge through open innovation, and enabling innovation through strategy and execution.

Who Can Apply?

Eligibility Criteria:

- Senior executives with at least 10 years of management experience.
- Significant responsibility for strategic decision making in your organization.
- Fluent in written and spoken English.

Program Overview

The Leading Change and Organizational Renewal Program provides a comprehensive education in organizational change and renewal. Our curriculum covers a wide range of topics to ensure a thorough understanding, combining theoretical knowledge with practical, hands-on experience

Learning Mode:

- **Hybrid Learning Model:** Combines online learning with in-person sessions for flexibility and interactive engagement.
- **Interactive Sessions:** Includes live webinars, workshops, and group discussions with expert instructors and peers.
- **Self-paced Learning:** Access course materials anytime, allowing you to learn at your own pace.

Curriculum Highlights:

- **Understanding Roadblocks to Change:** Techniques for identifying and overcoming barriers to organizational change.
- **Building Organizational Architecture:** Strategies for creating structures that encourage managerial problem-solving.
- **Designing Service Excellence:** Methods for designing services that exceed customer expectations.
- **Becoming an Ambidextrous Organization:** Balancing exploitation of existing capabilities with exploration of new opportunities.
- **Sourcing Knowledge Through Open Innovation:** Techniques for sourcing and integrating knowledge from external partners.
- **Enabling Innovation Through Strategy and Execution:** Strategies for enabling innovation through strategic planning and execution.

Professional Development:

- **Continuous Learning:** Stay updated with the latest trends in communication.
- **Networking Opportunities:** Connect with industry experts, peers, and a supportive community.
- **Ethical Considerations:** Learn best practices and industry standards.

By completing the Leading Change and Organizational Renewal Program, you'll gain the skills, knowledge, and certification needed to excel in leading organizational change, positioning yourself as a valuable asset to any organization.

Program Objectives

- Identify and overcome barriers to organizational change.
- Build organizational architecture that encourages managerial problem-solving.
- Design services that exceed customer expectations.
- Balance exploitation of existing capabilities with exploration of new opportunities.
- Source and integrate knowledge from external partners.
- Enable innovation through strategic planning and execution.
- Foster continuous learning and personal growth.
- Encourage teamwork and collaboration.
- Prepare for advanced roles in leading organizational change and renewal.

Expected Outcomes

- Proficiency in organizational change and renewal principles and techniques.
- Practical experience through hands-on exercises.
- Strong analytical and problem-solving skills.
- Application of best practices in leading organizational change.
- Innovation in creating and implementing change strategies.

Skills Learned

- **Understanding Roadblocks to Change:** Techniques for identifying and overcoming barriers.
- **Building Organizational Architecture:** Strategies for creating structures that encourage managerial problem-solving.
- **Designing Service Excellence:** Methods for designing services that exceed customer expectations.
- **Becoming an Ambidextrous Organization:** Balancing exploitation of existing capabilities with exploration of new opportunities.
- **Sourcing Knowledge Through Open Innovation:** Techniques for sourcing and integrating knowledge from external partners.
- **Enabling Innovation Through Strategy and Execution:** Strategies for enabling innovation through strategic planning and execution.
- **Strategic Thinking:** Developing and implementing strategic initiatives for organizational change and renewal.
- **Decision-Making:** Making informed decisions based on change and renewal insights.
- **Communication Skills:** Enhancing communication and interpersonal skills.

Program Outline

Leading Change and Organizational Renewal

MODULE 1: UNDERSTANDING ROADBLOCKS TO CHANGE

1. Introduction to Roadblocks to Change
 - Core principles and concepts.
2. Techniques for Identifying and Overcoming Barriers
 - Strategies for managing roadblocks.
3. Roadblocks Workshops
 - Hands-on workshops to practice identifying and overcoming barriers.

Program Outline



Leading Change and Organizational Renewal

MODULE 2: BUILDING ORGANIZATIONAL ARCHITECTURE

1. Introduction to Organizational Architecture
 - Core principles and concepts of organizational architecture.
2. Creating Structures that Encourage Managerial Problem-Solving
 - Techniques for building organizational architecture.
3. Organizational Architecture Workshops
 - Hands-on workshops to practice creating organizational structures.

Program Outline



Leading Change and Organizational Renewal

MODULE 3: DESIGNING SERVICE EXCELLENCE

1. Introduction to Service Excellence
 - Core principles and concepts of service excellence.
2. Methods for Designing Services that Exceed Customer Expectations
 - Techniques for service design.
3. Service Excellence Workshops
 - Hands-on workshops to practice designing services.

Program Outline

Leading Change and Organizational Renewal

MODULE 4: BECOMING AN AMBIDEXTROUS ORGANIZATION

1. Introduction to Ambidextrous Organizations
 - Core principles and concepts of ambidextrous organizations.
2. Balancing Exploitation of Existing Capabilities with Exploration of New Opportunities
 - Strategies for ambidextrous organizations.
3. Ambidextrous Organization Workshops
 - Hands-on workshops to practice balancing exploitation and exploration.

Program Outline

Leading Change and Organizational Renewal

MODULE 5: SOURCING KNOWLEDGE THROUGH OPEN INNOVATION

1. Introduction to Open Innovation
 - Core principles and concepts of open innovation.
2. Techniques for Sourcing and Integrating Knowledge from External Partners
 - Strategies for open innovation.
3. Open Innovation Workshops
 - Hands-on workshops to practice sourcing knowledge.

Program Outline

Leading Change and Organizational Renewal

MODULE 6: ENABLING INNOVATION THROUGH STRATEGY AND EXECUTION

1. Introduction to Innovation Strategy
 - Core principles and concepts of innovation strategy.
2. Enabling Innovation Through Strategic Planning and Execution
 - Techniques for implementing innovation.
3. Innovation Strategy Workshops
 - Hands-on workshops to practice enabling innovation.

Elective Modules

1. Data-Driven Decision Making in Organizational Change
 - Techniques for making decisions based on data and insights.
2. Risk Management in Organizational Change
 - Strategies for identifying and managing risks in change efforts.
3. Behavioral Decision Making in Organizational Change
 - Understanding human behavior in change processes.
4. Ethical Organizational Change
 - Ensuring ethical standards in change practices.
5. Collaborative Organizational Change
 - Techniques for effective collaboration in change efforts.
6. Conflict Resolution in Organizational Change
 - Managing and resolving conflicts in change settings.



Enrollment Now Open! 🌟

Take the first step towards mastering organizational change and renewal. Enroll in our Leading Change and Organizational Renewal Program and enhance your career with RamaqChools.

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Unlock the Power of DEI with Chools! 🚀