



Leading and Managing Change

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Leading and Managing Change

5 days training course

For detailed information on training course dates, please visit:

[Leading and Managing Change.](#)



Course Overview

This course provides leaders and managers with the essential skills and knowledge to drive successful change within their organizations. Participants will explore change management frameworks, leadership strategies, and performance management tools to ensure smooth transitions and long-term success. Through practical exercises and case studies, attendees will learn how to navigate organizational change, align strategy with execution, and implement performance management tools effectively.

Objectives:

- Understand the psychology of change and its impact on employees.
- Differentiate between change management and change leadership.
- Apply effective approaches to organizational change.
- Develop strategies to align leadership, culture, and change initiatives.
- Implement the Balanced Scorecard for performance management.
- Create structured business plans and performance contracts to drive strategy execution.

Who Should Attend?

- Senior executives and business leaders.
- Change managers and HR professionals.
- Functional and department heads.
- Strategy and performance management professionals.
- Consultants involved in organizational transformation.

Course Outline:

Day 1: Understanding Change and Organizational Development

- Human psychology and its impact on change
- Where to start with organizational change
- Key approaches to change management
- Difference between change management and change leadership

Day 2: Leadership and Culture in Change Management

- The role of leadership in driving change
- Understanding organizational culture and its influence on change
- Strategies for overcoming resistance to change
- Organizational development and its significance

Day 3: Performance Management and Strategy Execution

- Introduction to the Balanced Scorecard as a performance management tool
- Defining strategy and translating it into action
- Building a Strategy-Focused Organization (SFO)
- Aligning leadership goals with strategic direction

Day 4: Developing Performance Management Frameworks

- Creating performance contracts and scoring mechanisms
- Business planning methodologies for achieving strategic objectives
- Linking individual and team performance to organizational success
- Performance tracking and continuous improvement

Day 5: Implementing Change and Measuring Success

- Developing and implementing CEO-functional manager performance contracts
- Designing a comprehensive Balanced Scorecard using Excel
- Measuring and sustaining change impact
- Final workshop: Action plan for change implementation



DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.