



MANAGEMENT

MG81 Strategy, Process, and Change Leadership

This immersive course empowers delegates to lead with clarity and confidence across both strategic development and transformational change. It focuses on building strategic thinking capabilities, enabling participants to formulate and implement effective commercial strategies aligned with long-term business goals. The course then transitions into mastering business process improvement and leading change initiatives, equipping leaders to streamline operations and embed sustainable transformation. Delegates will leave with the tools to drive strategic success while navigating the complexities of organisational change in dynamic environments.

Course Information

Duration: 10 days

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is designed for senior professionals, managers, and decision-makers who hold responsibility for shaping strategic direction, managing operational processes, or implementing organisational change. It is particularly suited to individuals leading cross-functional teams or initiatives, and those seeking to integrate business strategy with process optimisation and transformational leadership.

Course profile

Day 1: Foundations of Strategic Planning

- Mapping the strategic planning process
- Clarifying organisational vision, mission, and core values
- Establishing strategic objectives
- Engaging and aligning stakeholders
- Assessing organisational culture and ethics

Day 2: Strategic Analysis and Risk Management

- Conducting resource and competency analysis
- Identifying strategic vulnerabilities
- Mitigating operational and strategic risks
- Translating market intelligence into actionable insights
- Examining the impact of resource heterogeneity

Day 3: Strategy Formulation and Adaptation

- Utilising the VRIO framework for competitive advantage
- Conducting and synthesising competitive analyses
- Preparing for market disruptions
- Balancing planned and emergent strategies
- Creating value through strategic initiatives

Day 4: Strategy Implementation and Governance

- Navigating organisational politics and power dynamics
- Implementing strategies within varied ethical frameworks
- Developing scalable and adaptable operational policies
- Leveraging corporate governance for strategic alignment
- Designing and implementing performance management systems

Day 5: Leading Strategic Initiatives

- Leading change and ensuring strategic momentum
- Identifying key performance indicators (KPIs)
- Measuring and interpreting strategic performance
- Sustaining long-term strategic initiatives
- Monitoring progress and iterating on strategies

Day 6: Business Process Insight & Alignment

- Analysing core and support business processes
- Mapping processes for clarity and efficiency
- Defining key areas requiring immediate attention and transformation

- Understanding the link between processes and organisational strategy
- Using Lean and Six Sigma principles to establish a foundation

Day 7: Mastering Business Process Management

- The five core steps of Business Process Management (BPM)
- Documenting existing processes and pinpointing inefficiencies
- Developing strategies for process optimisation
- Leveraging technology and automation to streamline operations
- Establishing metrics for performance evaluation and control

Day 8: Team Leadership & Organisational Dynamics

- Understanding why change fails and how to prevent it
- Building a compelling case for change
- Engaging and aligning key stakeholders with the change vision
- Creating a plan to manage resistance and enhance team collaboration
- Employing effective conflict management techniques to address challenges

Day 9: Leading and Implementing Change

- Linking strategic objectives with practical change initiatives
- Executing the change management plan with clear milestones and accountability
- Monitoring progress against goals and adjusting strategies as necessary
- Communicating change effectively across multiple levels
- Managing risk and addressing obstacles in change initiatives

Day 10: Ensuring Sustainable Change

- Recognising and celebrating short-term wins to build momentum
- Public acknowledgment of team and individual contributions to the change effort
- Cultivating a culture of continuous improvement and innovation
- Empowering employees to take ownership of new processes

Planning for long-term transformation and future challenges

Competencies

At the end of the course, delegates will be able to:

- Formulate business strategies that align with organisational objectives and market conditions
- Conduct strategic analysis to assess risks, resources, and competitive positioning
- Lead the implementation of commercial strategies across complex stakeholder environments
- Design and measure strategic initiatives using appropriate performance metrics
- Analyse and redesign business processes for improved efficiency and strategic alignment
- Lead change initiatives by effectively engaging stakeholders and overcoming resistance

- Implement frameworks to sustain long-term organisational change and innovation
- Integrate strategy, process, and change leadership into cohesive, high-impact transformation programmes

Course Booking

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