

Growing Greatness

## LEADERSHIP MASTERCLASSES

klm  
EMPOWERED

### MASTERCLASS #4

## Enabling Change: Leading Business Transformation in the Digital Age

IMMERSIVE LEADERSHIP DEVELOPMENT EXPERIENCES DESIGNED FOR THE NOVATURIENT

## GROWING GREATNESS: LEADERSHIP MASTERCLASSES FOR THE 4TH INDUSTRIAL REVOLUTION

### MASTERCLASS #4 ENABLING CHANGE: LEADING BUSINESS TRANSFORMATION IN THE DIGITAL AGE

#### EXECUTIVE SUMMARY

In a world characterised by rapid disruption, it's critical for businesses to be agile in how they respond to change. Organisations need leaders who are able to make critical decisions in the face of uncertainty and ambiguity, and drive business transformation effectively and efficiently.

**Enabling Change** will enhance your decision-making power and enable you to accelerate both adoption of current change and readiness for what's next.

This unique learning experience will enable you to discover the fundamentals of best practice for leading organisational change and apply several key factors to successfully lead people and businesses from resistance and doubt to readiness and adoption.

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#### DURATION

3 days plus 1 additional optional day for a life-altering, mindset-shifting experience.

#### RATIONALE

In an age of disruption, change is a constant, and the effects of change are immediate and transformational. As a result, equipping leaders to foresee, prepare for, and implement changes is paramount for the survival of businesses and their leaders of tomorrow.

**Enabling Change** is part of a transformational set of learning experiences designed to equip leaders with a new set of leadership skills to keep up with the rapid pace of change and embrace new, integrated ways of working.

On completion of this MasterClass experience, leaders will be equipped with insights and strategies to implement transformational change and future-proof their organisations.

## TARGET AUDIENCE

The Leadership MasterClasses for the Fourth Industrial Revolution are designed for leaders and champions of change who are accountable for identifying and driving the complex and strategic changes required for businesses to access future business opportunities.

This highly impactful MasterClass is beneficial to the following Sectors:

- Private Sector
- Public Sector
- SMMEs
- NGO/NPOs

## EXPERIENCE STRUCTURE AND CONTENT

- Pre-programme reading and online self-assessment to engage with the topic and set learning goals prior to attending the Knowledge X-Change;
- Two days of thought-provoking, immersive CrowdLearning and stimulating Knowledge X-Change dialogues including the Leadership LABS experience, followed by day 3, deep meaningful CouchConversations to consolidate learning, address obstacles to success, and optimize learning;
- Days 1 and 2 are consecutive. Thereafter, delegates return to their respective workplaces to apply their newly acquired knowledge and skills to a Business-Driven Action Learning project;
- Day 3 takes place approximately four weeks after the initial two contact days, and is designed to enable delegates to share their learning stories and receive peer coaching to deal with the challenges they may have encountered in applying their new learning;
- Each MasterClass includes an optional life experience to reinforce and accelerate learning and application by taking delegates out of their comfort zones and preparing them to expect the unexpected.

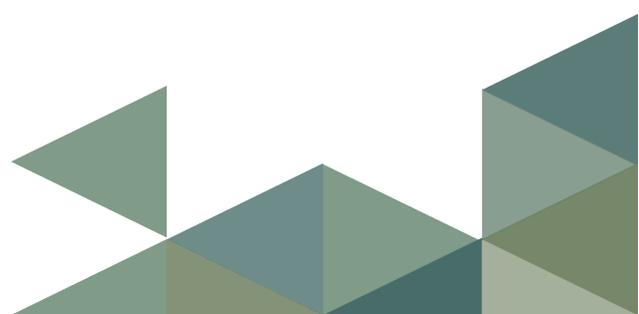
## CONTENT OUTLINE

### CLAIMING YOUR CHANGE POWER

- What exactly is change?
- Powerful beliefs about change
- Models of change

### CREATING A FOCUS FOR CHANGE

- Identifying the need for change
- Determining the desired future state
- Developing a business case
- Launching the change



## ENABLING CHANGE

- Action planning
- Approaching stakeholders
- Barriers to change
- Assessing change readiness
- Implementing change according to agreed plan
- Assisting individuals in overcoming resistance to change

## MANAGING TRANSITION

- Building resilience
- Sustaining momentum
- Establishing a change culture

## THE KNOWLEDGE X-CHANGE DIFFERENCE: OUR ASPIRE MODEL

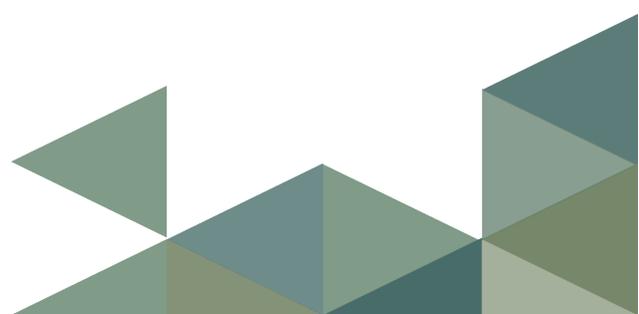
All Knowledge X-Change learning experiences are:

- **Authentic:** Real-life case studies and self-assessment throughout the experience
- **Social:** CrowdLearning and Knowledge X-Changes hosted in the Theatre of Meraki
- **Poly-Sensory:** A blend of learning methodologies to foster engagement and retention
- **Impactful:** Business-Driven Action Learning projects that drive results through application
- **Reflective:** Deep, meaningful CouchConversations to consolidate learning and address obstacles to success; wellbeing and mindfulness coaching to reinvigorate and reenergise; executive coaching sessions for designing a personal development action plan to benefit from the learning experience
- **Experiential:** Leadership LABS (Leadership Action and Behaviour Simulations)

## THE ENABLING CHANGE: LEADING BUSINESS TRANSFORMATION IN THE DIGITAL AGE MASTERCLASS IS AN ACCREDITED PROGRAMME ALIGNED TO THE FOLLOWING UNIT STANDARDS:

**NB** The delivery of this MasterClass is pitched at middle to senior management level and references the Unit Standards for the purpose of accredited outcomes only.

ID	UNIT STANDARD TITLE	LEVEL	CREDITS
15214	Recognise areas in need of change, make recommendations and implement change in the team, department or division	5	5



**NQF Level:** 5

**Minimum Credits:** 7

**Originating Qualification:** NC: Productivity NQF Level 5 (NLRD 49793)

**Accrediting Body:** SABPP

**ADDITIONAL LEADERSHIP MASTERCLASSES FOR THE 4TH INDUSTRIAL REVOLUTION INCLUDE:**

#1 The Digital Leader: Navigating the Digital Age

#2 The Agile Leader: Embracing Disruption in the Digital Age

#3 Sculpting the Future: Leading Innovation in the Digital Age

**#4 Enabling Change: Leading Business Transformation in the Digital Age**

#5 Communicating with Impact: Leading with Influence in the Digital Age

#6 I am Human: Leading People in the Digital Age

**#GrowingGreatness**

