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IHRM: C00259 NITA: NITA/TRN/1234

ORGANIZATIONAL DESIGN & CHANGE LEADERSHIP TRAINING

Date	Time	Duration	Venue	CPD	Cost (EXcl. VAT)
7th Feb, 2026	8:30 AM-8:30 AM	3 Hour(s)	Zoom, Online	1	1,500.00

Course Overview

Static organizational charts are obsolete in a volatile marketplace. This module provides a masterclass in enterprise-wide organizational design, focusing on the transition from hierarchical rigidity to agile, network-based structures. HR leaders will master the science of organizational "blueprinting"—aligning structure with strategy to eliminate silos and accelerate speed-to-market. By integrating the ADKAR and Kotter change methodologies, the session transforms theoretical change management into a repeatable leadership capability, empowering participants to architect cultural transformations that stick and drive sustained competitive advantage.

Course Objectives

By the end of this program, participants will be able to;

- Evaluate organizational design models and their strategic fit
- Apply agile organizational structures to modern workplaces
- Use ADKAR and Kotter frameworks to lead change
- Manage cultural transformation in complex environments

Target Groups

This training is suitable to a wide range of professionals but will greatly benefit;

- Holders of the Certified Human Resource Manager (CHRM) designation
- Human Resource Directors
- HR Professionals leading HR functions (HR Directors, CHRM®)
- Senior HR Business Partners and Organizational Development Leaders
- C-suite executives with HR oversight
- Talent & Leadership Development Directors
- Certified HR Managers (CHRM®) aspiring to directorship
- HR Professionals

Video Link(s)

Module Title	Video Link
Organizational Design & Change Leadership	https://www.youtube.com/watch?v=KaRANS8-P1I

CHRP. Den PN Gathitu
Secretary General

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