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United Nations Institute for Training and Research

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CIFAL Banjul - Executive Training in Leadership and Change Management



: 3 2025

Course :	Course
Location :	Dakar, Senegal
Dates :	21 2025 to 27 2025
Duration :	4 Days
Programme :	Decentralize Cooperation Programme
Registration Link :	https://unitar.org/about/offices-training-centres-around-world/cifal-banjul
Fee :	US\$1,000.00
Contact email:	cbelford@utg.edu.gm
Partners :	CIFAL Banjul, , CIFAL Banjul, , CIFAL Banjul, , Public Utility Regulatory Authority, , Gambia Ports Authority, , Gambia National Accreditation and Quality Assurance Authority



Effective leadership and change management are crucial for organizational success and sustainability in today's rapidly evolving business environment. As

organizations face constant technological advancements, market dynamics, and socio-economic shifts, the ability to lead effectively and manage change becomes a pivotal component in achieving strategic objectives. Therefore, effective leadership is the cornerstone of any successful organization. It involves guiding and inspiring employees to achieve common goals and fostering a culture of trust, innovation, and collaboration. Effective leaders provide vision, direction, and motivation, ensuring their teams align with the organisation's mission and values.

Change management is the structured approach to transitioning individuals, teams, and organizations from a current state to a desired future state. It is essential to ensure that organizational changes are implemented smoothly and achieve their intended outcomes. In a globalized economy, organizations must adapt quickly to market changes. Effective change management helps organizations remain competitive by facilitating timely and efficient responses to external pressures.

Change often encounters resistance from employees who may fear the unknown or feel uncertain about their roles. Change management strategies help address these concerns through clear communication, training, and support, reducing resistance and fostering acceptance. Organizations that excel in change management are more agile and resilient. They can pivot quickly in response to new opportunities or challenges, maintaining their relevance and competitiveness in the market. Successful change management ensures that changes are not only implemented but also sustained over time. This involves embedding new processes, behaviours, and mindsets into the organizational culture, ensuring lasting benefits.



1. **Enhance Leadership Skills**

- Provide participants with practical tools and frameworks to lead teams effectively.
- Facilitate hands-on exercises to practice decision-making, delegation, and innovation-driven leadership.
- Equip participants with strategies to inspire and guide their teams toward achieving organizational success.

2. **Develop Strategic Thinking**

- Teach participants how to analyze market trends, set long-term goals, and align team efforts with organizational vision.
- Conduct scenario-based workshops to practice strategic planning and execution.
- Enable participants to create actionable strategic plans for their teams.

3. Foster Effective Communication

- Train participants in active listening, persuasive communication, and delivering clear, concise messages.
- Provide tools for tailoring communication styles to different audiences and situations.
- Conduct role-playing exercises to practice communication in challenging scenarios.

4. Understand Change Management Principles

- Introduce participants to proven change management frameworks (e.g., ADKAR, Kotter's 8-Step Model).
- Provide case studies and real-world examples of successful change initiatives.
- Equip participants with tools to assess, plan, and implement change effectively.

5. Minimize Resistance to Change

- Train participants to identify common sources of resistance and address them proactively.
- Provide strategies for engaging stakeholders and building buy-in during change initiatives.
- Conduct simulations to practice managing resistance in real-time.

6. Build Organizational Agility

- Teach participants how to create flexible structures and processes that enable quick adaptation.
- Provide tools for monitoring market dynamics and responding to external pressures.
- Facilitate discussions on fostering a mindset of agility within teams.

7. Embed a Culture of Continuous Improvement

- Introduce participants to methodologies like Lean, Six Sigma, and Kaizen.

- Provide frameworks for encouraging innovation and adaptability within teams.
- Share best practices for creating a culture that values and rewards continuous improvement.

8. **Strengthen Team Engagement and Motivation**

- Equip participants with techniques to recognize and reward team contributions effectively.
- Provide tools for fostering a positive work environment and boosting morale.
- Conduct workshops on creating personalized engagement strategies for diverse teams.

9. **Enhance Conflict Resolution Skills**

- Teach participants how to identify and address conflicts early to prevent escalation.
- Provide frameworks for resolving disputes constructively and maintaining team cohesion.
- Conduct role-playing exercises to practice conflict resolution in real-world scenarios.

10. **Strengthen Emotional Intelligence**

- Provide tools for self-awareness, self-regulation, and empathy development.
- Teach participants how to manage emotions in high-pressure situations.
- Facilitate exercises to improve interpersonal skills and build stronger team relationships.



1. **Enhance Leadership Skills:** Equip participants with advanced leadership skills to effectively guide their teams, foster innovation, and drive organizational success.
2. **Develop Strategic Thinking:** Enable participants to think strategically, set clear visions, and align their teams with the organization's long-term goals.
3. **Foster Effective Communication:** Teach participants how to communicate effectively and persuasively, ensuring that their teams are well-informed

and aligned with organizational objectives.

4. Understand Change Management Principles: Provide a comprehensive understanding of change management principles, including the processes and tools needed to manage change effectively.
5. Minimize Resistance to Change: Train participants on strategies to identify, understand, and minimize resistance to change within their organizations.
6. Build Organizational Agility: Develop participants' abilities to foster organizational agility, enabling their teams to adapt quickly to market dynamics and external pressures.
7. Embed a Culture of Continuous Improvement: Encourage the development of a culture that embraces continuous improvement, innovation, and adaptability.
8. Strengthen Team Engagement and Motivation: Equip participants with techniques to motivate and engage their teams, creating a positive and productive work environment.
9. Enhance Conflict Resolution Skills: Develop participants' conflict resolution skills to manage and resolve disputes effectively, maintaining a harmonious and productive workplace.
10. Strengthen Emotional Intelligence: Improve participants' emotional intelligence, enabling them to manage their own emotions and understand the emotions of others, fostering better relationships and team dynamics.



Module 1: Foundations of Leadership

- Topics:
- Defining leadership and its importance

- Leadership styles and their impact
- Developing personal leadership skills

Module 2: Strategic Leadership

- Topics:
- Setting a strategic vision and mission
- Aligning organizational goals with strategic Objectives
- Strategic decision-making and problem-solving

Module 3: Effective Communication and Influence

- Topics:
- Communication styles and techniques
- Active listening and feedback
- Persuasion and influencing others

Module 4: Emotional Intelligence in Leadership

- Topics:
 - Understanding emotional intelligence (EI)
 - Managing personal emotions and empathy
 - Applying EI in leadership contexts
- ## Module 5: Managing Resistance to Change
- Topics:
 - Identifying sources of resistance
 - Strategies to mitigate resistance
 - Communicating change effectively

Module 6: Building Organizational Agility

- Topics:
- Characteristics of agile organizations
- Fostering a culture of adaptability
- Tools and practices for organizational agility

Module 7: Sustaining Change

- Topics:
- Embedding change into organizational culture
- Monitoring and measuring change outcomes

Module 8: Collaborative Leadership

- Topics:
- Building and leading cross-functional teams
- Leveraging diverse perspectives
- Encouraging collaboration and shared leadership

Module 10: Preparing for Future Leadership Challenges

- Topics:
- Emerging trends in leadership and change management
- Preparing for digital transformation
- Building resilience and adaptability



This training will employ adult learning techniques such that participants can discover and internalise the practical application of various concepts taught. This will be achieved by the following facilitation methods:

1. Interactive Activities: Incorporate hands-on exercises, case studies, and group discussions to reinforce learning and encourage active participation.
2. Practical Demos: Provide live demonstrations of Leadership and Change management organisational scenarios.
3. Resource Materials: Share resources like guides, templates, and tools for continued learning and application.
4. Follow-up Support: Offer post-training support through a dedicated platform or email for participants to ask questions and share their progress.

The training package will also be designed to consider participants' backgrounds and prior knowledge of subject areas, which aligns with UTG's sound adult-learning pedagogical principles. The learning activities will be delivered interactively to ensure the achievement of the learning objectives.



Managers and department heads oversee various operational areas and play a crucial role in implementing change initiatives.