

Leading Change with Heart, Tradition, and Vision *a Roots & Wings Approach*



Focus on: **The Manager** **The Specialist** **Spotlight Programme** **Hands-on Skills**



Course Overview

“Leading Change with Heart, Tradition, and Vision - a Roots & Wings Approach” is a transformative course for leaders and change-makers who want to drive human-centred change. Over five impactful days, you'll learn to combine the wisdom of tradition with the power of vision and empathy to lead lasting, meaningful transformations. This course focuses on the *Why* of change, helping you inspire and guide people through transformation with purpose, connection, and clear direction.

For sub-Saharan African leaders, managing change with vision and sensitivity is critical to uniting diverse communities behind economic reforms and regional initiatives.

The program empowers leaders to drive transformation that accelerates Africa’s growth while preserving the continent’s rich heritage and identity.

| Course Objectives | | This Course is Ideal For: | |
|-------------------|--|---------------------------|---|
| 1 | Connect to the deeper purpose of change — starting with “Why” to inspire and align others. | ✓ | Senior and Mid-Level Leaders responsible for managing teams through change. |
| 2 | Understand the human landscape of transformation — using tools to see people, systems, and dynamics clearly. | ✓ | Change Managers overseeing transformation initiatives. |
| 3 | Design meaningful change journeys — with clear structures rooted in empathy and inclusion. | ✓ | Executives and Managers driving innovation and organizational change. |
| 4 | Craft and share powerful visions — using storytelling to bring people along. | ✓ | Leaders in Traditional Industries navigating modernization while respecting tradition. |
| 5 | Lead with emotional intelligence and resilience — sustaining energy and trust throughout the change process. | ✓ | HR and Organizational Development Professionals supporting leadership and culture during transitions. |

Course Content

| Day | Theme | Coverage |
|-----|---|--|
| 1 | Tap into purpose and human dynamics in transformation | <ul style="list-style-type: none"> Reflect on your personal and organizational "Why" to ignite true motivation. |

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| | | <ul style="list-style-type: none"> • Use diagnostic tools to understand the human systems and people at the heart of your change. • Get to the core of your transformation by focusing on the people, emotions, and relationships involved. |
| 2 | Build a roadmap that centres on human connection and shared goals. | <ul style="list-style-type: none"> • Create a Change Architecture that aligns vision, milestones, and people's needs. • Focus on the emotional journey of change, using the Two Loops Model to understand both the present and future state. |
| 3 | Inspire and align others through an emotionally engaging vision | <ul style="list-style-type: none"> • Develop a vision for change that connects deeply with people's values and aspirations. • Engage in a role-play where you step into the future and share a collective vision for transformation. • Learn how to communicate this vision with empathy, using storytelling to create emotional buy-in. |
| 4 | Lead from the heart with empathy, awareness, and emotional insight | <ul style="list-style-type: none"> • Sustain momentum and keep your team engaged during transitions. • Identify strategies to overcome setbacks and maintain motivation. • Use group work to develop action plans for ongoing engagement. |
| 5 | Building long-term resilience and maintaining momentum | <ul style="list-style-type: none"> • Strengthen personal and team resilience strategies for ongoing change-leadership. • Learn techniques for recognizing progress and celebrating wins. • Create a personalized plan for sustaining momentum in change efforts. |

| Course Assessment | Certification |
|--|---|
| <p>Participants will be assessed on:</p> <p>Participation in sessions</p> <p>Completion of exercises & case studies</p> <p>Performance in assessments</p> | <p>Upon successful completion of the course, participants will receive a Certificate of Successful Completion, along with a Transcript of Marks showing the performance by grade in each element of assessment and overall.</p> |

Course Instructor

This speaker is an expert in the human side of business. With extensive industry experience at Deutsche Bahn (German Railway Company) — one of Germany's largest companies — and deep expertise in leadership coaching, she confidently guides executives through transformation. She understands the challenges of major corporations first-hand and empowers teams to navigate change successfully. Top companies like Porsche, Lufthansa, and PWC trust her to develop their future-ready leaders.