MERCURY

Digital Leadership and Change Management Course

15 – 19 March 2027
Paris (France)



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Ref: 16032_1003487 **Date:** 15 – 19 March 2027 **Location:** Paris (France) **Fees:** 5900 Euro

Introduction to Digital Leadership and Change Management:

In today's rapidly evolving digital landscape, organizations face unprecedented challenges and opportunities. The Digital Leadership and Change Management course equips professionals and executives with essential skills to lead successful digital transformations. Participants will explore the intersection of leadership, technology, and organizational change, understanding how to navigate complex transitions effectively.

This Digital Leadership and Change Management training emphasizes developing a digital mindset and fostering innovation to drive strategic business outcomes. Attendees will learn practical strategies to manage workforce engagement, overcome resistance, and implement digital initiatives with measurable success. It highlights the competencies required to align leadership approaches with organizational goals.

Through real-world examples and case studies, participants will gain insights into leading technology-driven change. Learners will drive digital transformation, cultivate a culture of innovation, and achieve sustainable competitive advantage. This Digital Leadership and Change Management program blends digital leadership training, change management, and strategic decision-making for high-impact results.

Targeted Groups:

This Digital Leadership and Change Management training course targets professionals seeking specialized knowledge and skills:

- Senior executives leading digital transformation initiatives.
- Project managers managing digital change projects.
- IT leaders driving digital innovation.
- Human Resources professionals oversee digital workforce transitions.
- Business consultants advising on organizational change strategies.
- Mid-level managers enhancing leadership in the digital era.
- Entrepreneurs and business owners are integrating digital leadership.
- Professionals responsible for organizational development and transformation.
- Future leaders aspiring to build expertise in digital change.
- Managers overseeing cross-functional teams in technology-driven environments.

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Course Objectives:

Participants will achieve the following objectives by completing the Digital Leadership and Change Management course:

- Understand foundational principles of digital leadership and organizational change management training.
- Analyze digital transformation challenges and identify strategic opportunities.
- Lead teams through complex digital transitions effectively.
- Design actionable frameworks for implementing change management strategies.
- Evaluate digital tools and technologies for organizational efficiency.
- Formulate measurable goals for successful digital change initiatives.
- Apply communication techniques to engage and influence stakeholders.
- Strengthen decision-making skills in digital and hybrid environments.
- Integrate ethical leadership practices in digital transformation projects.
- Assess organizational readiness for technology-driven change.
- Develop strategies to mitigate resistance and manage workforce transitions.
- Enhance problem-solving skills in managing digital risks.
- Foster innovation and continuous learning within teams.
- Monitor outcomes and optimize the impact of digital transformation.
- Implement strategic leadership training and digital transformation practices.
- Align leadership approaches with organizational goals and market trends.
- Cultivate emotional intelligence to lead teams through uncertainty.
- Utilize data-driven insights for effective digital change execution.
- Promote sustainable change to achieve long-term organizational success.
- Build a resilient culture that embraces continuous digital transformation, change management, and leadership training.

Targeted Competencies:

Participants will gain the following competencies during the Digital Leadership and Change Management program:

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- Expertise in digital leadership for guiding organizational change.
- Strategic planning for digital change management initiatives.
- Enhanced communication and stakeholder engagement skills.
- Analytical thinking and problem-solving in digital environments.
- Risk assessment and mitigation for digital projects.
- Decision-making agility under uncertainty.
- Emotional intelligence for managing team dynamics.
- Ability to foster innovative and adaptive organizational cultures.
- Skills in leading cross-functional and virtual teams.
- Knowledge of digital tools to support transformation initiatives.
- Competency in measuring and evaluating change success.
- Practical experience in implementing sustainable digital strategies.

Course Content:

Unit 1: Fundamentals of Digital Leadership and Change Management:

- Define digital leadership and its significance in modern organizations.
- Explore key drivers of digital transformation training across industries.
- Understand core change management theories and frameworks.
- Identify leadership traits essential for digital transformation success.
- Examine the impact of emerging technologies on organizational structures.
- Discuss common barriers and resistance to digital change.
- Evaluate leadership styles influencing change outcomes.
- Develop digital strategies aligned with organizational objectives.
- Analyze case studies of effective executive digital leadership training practices.
- Explore ethical and inclusive approaches to digital leadership.
- Understand the link between innovation and digital organizational growth.

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Unit 2: Leading Digital Transformation Initiatives:

- Create a digital change vision aligned with organizational strategy.
- Design digital transformation roadmaps with clear milestones.
- Apply agile project management to digital initiatives.
- Evaluate tools supporting digital leadership and change management training.
- Implement frameworks to manage digital risks and uncertainties.
- Engage cross-functional teams to ensure adoption of digital strategies.
- Utilize data-driven decision-making for transformation projects.
- Monitor progress and adapt strategy during implementation.
- Explore leadership methods to sustain digital transformation momentum.
- Identify opportunities for continuous improvement in digital initiatives.
- Apply best practices from successful digital change management programs.

Unit 3: Change Management Strategies and Best Practices:

- Apply ADKAR, Kotter's 8 Steps, and other proven change management models.
- Develop stakeholder engagement plans for effective change buy-in.
- Identify resistance patterns and strategies to overcome them.
- Craft internal communication plans for change advocacy.
- Manage emotional impacts of digital change on teams.
- Use coaching techniques to empower organizational change agents.
- Implement feedback loops for continuous improvement.
- Measure the effectiveness of change management initiatives.
- Analyze case studies of successful organizational change and digital leadership.
- Formulate risk mitigation strategies for digital adoption.
- Integrate lessons learned from previous transformation projects.

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Unit 4: Building a Digital Culture and Enhancing Leadership Capabilities:

- Foster a culture embracing digital innovation and adaptability.
- Strengthen leadership skills to guide teams in uncertain environments.
- Promote diversity, inclusion, and ethics in digital leadership.
- Develop emotional intelligence for leading digital change initiatives.
- Empower teams to adopt new skills and technologies.
- Utilize collaboration tools for effective virtual team management.
- Drive sustainable digital change across the organization.
- Explore examples of successful cultural transformation through digital leadership and change management training.
- Encourage cross-functional collaboration to enhance organizational performance.
- Identify and reward innovation to motivate digital adoption.
- Benchmark digital leadership practices against industry standards.

Unit 5: Evaluating Digital Change Success and Sustaining Transformation:

- Define KPIs to measure the success of digital change.
- Analyze digital transformation case studies and derive insights.
- Use data analytics to evaluate the impact of initiatives.
- Optimize processes for continuous improvement.
- Design strategies to sustain change and prevent regression.
- Facilitate knowledge-sharing across teams to maintain momentum.
- Align digital transformation with long-term business objectives.
- Prepare future leaders for ongoing digital challenges.
- Monitor adoption and performance metrics of digital tools.
- Explore methods to institutionalize digital leadership practices.
- Integrate lessons learned into continuous digital strategy refinement.

Final Insights & Key Takeaways:

Digital leadership and change management are essential for thriving in the digital era. This course equips professionals to lead complex transformation initiatives confidently. Participants will gain actionable skills in executive digital leadership training and organizational change implementation. Organizations that adopt these practices achieve resilience and sustained competitiveness. The program fosters a culture of innovation, ensuring long-term digital success.