
Leading Change and Transformation

12 - 16 Apr 2027
Madrid





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Ref.: 1007_416 **Date:** 12 - 16 Apr 2027 **Location:** Madrid **Fees:** 5700 **GBP**

Leading Change and Transformation is a 5-day course delivered by Mars Training Centre at international venues in London, Dubai, Munich, Prague, and Johannesburg — designed for senior leaders responsible for driving meaningful organisational change.

The data on organisational change is uncomfortable: roughly seven in ten transformation initiatives fail to deliver their intended outcomes. The reasons are rarely strategic. Most failures trace back to weak diagnosis, fragile stakeholder coalitions, poor communication, and leaders who underestimate how much of their own time and emotional energy the change will demand.

Across five days, you will work through the full change leadership cycle — from honest diagnosis, through vision setting and coalition building, to sustained communication and personal resilience. The frameworks are practical and the cases are real.

What You Will Learn

By the end of this programme, you will be able to:

- Diagnose the type, scale, and readiness of the change your organisation faces.
- Set a clear, compelling vision that connects the change to strategic intent.
- Map stakeholders and build the coalition needed for change to stick.
- Apply structured change-leadership models such as Kotter, ADKAR, and Bridges where each is appropriate.
- Communicate change in ways that win hearts and minds, not just minds.
- Manage your own resilience and energy through a long change cycle.
- Identify and remove the most common obstacles to change in your organisation.
- Build a personal change-leadership plan for the 90 days after the course.

How You Will Benefit

You will leave with a clear personal plan for the change you are leading and the disciplines to sustain it, and a Mars Certificate of Completion.

Your organisation will gain a senior leader who can lead transformation without burning out the organisation or themselves.



Who This Programme Is For

This programme is designed for:

- Senior directors leading transformation programmes
- Heads of strategy, change, or organisational development
- General managers driving major operational change
- Senior project and programme directors
- Senior public-sector officials leading policy or service reform
- Family-business principals leading generational transition

The seniority floor is director level and above.

How the Course Is Delivered

- Facilitator-led interactive sessions, balancing teaching with discussion and applied exercises.
- A balanced mix of theory, regional case studies, and applied exercises.
- Validated diagnostic and self-assessment tools.
- Applied exercises and personalised coaching throughout the week.
- A personal action plan built progressively across the week.
- Continuous personal feedback from your lead faculty.

The course runs in two separate single-language editions: an English edition delivered in English, and an Arabic edition delivered entirely in Arabic by native-Arabic faculty at every host venue. Sessions are held in London, Dubai, Munich, Prague, and Johannesburg.

Your Mars Certificate and Fee

On successful completion of Leading Change and Transformation you will receive a Mars Certificate of Completion, issued by Mars Training Centre, our London-headquartered training provider. The certificate confirms the programme attended, the dates, the host city, and the lead faculty, and is presented to delegates on the final day of the course.

The standard fee is £4,950 per delegate for this 5-day programme, quoted and invoiced in pounds sterling. The fee covers all training and faculty time, course materials in digital and printed form, the Mars Certificate of Completion, daily refreshments and a buffet lunch, and a complimentary airport pickup and return transfer for delegates flying in to the host city. Group and early-booking discounts are available. Flights, visas, and hotel accommodation are not included, though Mars provides booking guidance and preferred-rate partner links.