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# Innovation-Led Transformation Roadmap Leadership Training Course

30 May – 3 June 2027
Muscat

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**Ref:** 2834_108754 **Date:** 30 May – 3 June 2027 **Location:** Muscat **Fees:** 5500 GBP

Innovation-Led Transformation Roadmap Leadership is a 1-week training course for senior managers who sponsor organisation-wide change, and it builds a sequenced transformation roadmap. Organisations now face shifting customer expectations and fast-moving technology, so sponsors must decide which innovations to scale and in what order. Jupiter Prime Training delivers Innovation-Led Transformation Roadmap Leadership for leaders who carry that responsibility.

## Why Innovation-Led Transformation Roadmap Leadership Matters Now

Three forces press on sponsors at once: digital capabilities that change how value reaches customers, shifting workforce expectations, and boards that want visible returns from innovation spending. An organisation that sequences its change waves well turns promising experiments into scaled operating improvements and keeps people engaged through each shift. One that launches everything at once leaves pilots stranded. The course rests on established practice in portfolio sequencing, operating model design, capability-based planning and benefits tracking.

## Who Gains Most from Innovation-Led Transformation Roadmap Leadership

- Executives who own the case for organisation-wide change and answer to the board for its benefits
- Senior leaders who decide which innovations move from trial into full operation
- Heads of transformation offices who coordinate dependencies between change waves
- Senior business unit leaders who redesign structures, roles and processes for new operating models
- Strategy and finance leads who weigh funding between running the business and changing it

A sponsoring group of an executive sponsor, the transformation office lead and unit heads gains most when its members attend together.

## Innovation-Led Transformation Roadmap Leadership Capabilities

Participants leave able to turn a loose collection of innovation bets into a staged route for the whole organisation, with clear ownership at each wave.

- Assess transformation readiness across units and capabilities — sponsors choosing the first wave
- Design a target operating model that absorbs scaled innovations — unit heads redesigning structures and roles
- Weigh innovation bets against capacity and dependency limits — the investment committee setting wave priorities
- Build a staged roadmap with stage gates and decision points — the board approving sequencing
- Specify benefit measures and leading indicators for each wave — finance and the transformation office
- Communicate the change story to staff, partners and customers — line leaders carrying each transition

## Key Innovation-Led Transformation Roadmap Leadership Terms

- Transformation wave — related changes launched together, sized to the capacity an organisation can absorb.
- Target operating model — the intended future arrangement of processes, structures, people and technology.
- Scaling pathway — the planned route an innovation follows from a contained trial to routine use across many units.
- Stage gate — a decision point where sponsors continue, reshape or stop an initiative based on agreed evidence.
- Change saturation — the point where overlapping initiatives exceed what staff and managers can adopt without performance falling.
- Benefits map — a visual chain linking each initiative to the capability it builds and the outcome it should deliver.

## Innovation-Led Transformation Roadmap Leadership Day by Day

### Day 1: Forces Behind Innovation-Led Change

- Strategic Driver Mapping — Which External Shifts Justify Organisation-Wide Change
- Innovation Ambition Statement — Setting The Scale And Pace Of Transformation
- Capability Heat Map — Locating Gaps That Block Scaled Innovation
- Stakeholder Influence Grid — Who Shapes Sponsorship And Resistance
- Transformation Readiness Diagnostic — Where Units Can Absorb Change First

### Day 2: Redesigning the Operating Model

- Current-State Value Chain Analysis — Where Innovations Change How Value Flows
- Target Operating Model Canvas — Choosing Future Structures, Roles And Processes
- Operating Model Design Principles — Trade-Offs Between Central Control And Unit Autonomy
- Organisation Design Options — Matching Spans And Layers To New Work
- Partner And Ecosystem Choices — What To Build, Buy Or Share

## Day 3: Scaling Innovations Across Units

- Innovation Portfolio Triage — Which Trials Earn Funding To Scale
- Scaling Pathway Design — Moving Proven Ideas From One Unit To Many
- Adoption Curve Planning — Sequencing Early Units And Later Followers
- Capacity And Dependency Matrix — Avoiding Change Saturation In Shared Teams
- Funding Release Models — Linking Investment Tranches To Evidence Of Traction

## Day 4: Sequencing Waves and Sponsor Decisions

- Wave Sequencing Logic — Ordering Initiatives By Value, Risk And Readiness
- Stage Gate Criteria — When Sponsors Continue, Reshape Or Stop Initiatives
- Benefits Map And Leading Indicators — Tracking Whether Each Wave Delivers
- Transformation Governance Rhythm — Forums, Escalation Routes And Sponsor Duties
- Change Narrative Design — Explaining Each Wave To Staff And Customers

## Day 5: Practising the Transformation Roadmap

- Readiness And Capability Findings — Selecting The Opening Wave For A Case Organisation
- Operating Model Shifts Per Wave — Aligning Structural Changes To The Sequence
- Scaling Pathways On The Timeline — Placing Innovations Into Successive Waves
- Peer Challenge Panel — Testing Sequencing Assumptions Against Sponsor Scrutiny
- Transformation Roadmap Completion — Final Waves, Gates, Owners And Benefit Measures

## Applying Innovation-Led Transformation Roadmap Leadership After the Course

- Run a transformation readiness diagnostic with unit heads and use the heat map to confirm where the opening wave should land.
- Convene the sponsoring group to set stage gate criteria for the three innovations closest to scaling and record the first gate decisions.

## Innovation-Led Transformation Roadmap Leadership Questions FAQ

### What is Innovation-Led Transformation Roadmap Leadership and why does it matter now?

Innovation-Led Transformation Roadmap Leadership is the sponsor discipline of sequencing innovations and operating model changes into staged waves. It matters now because technology and customer shifts are rapid.

### Which roles gain most from Innovation-Led Transformation Roadmap Leadership?

Senior sponsors of organisation-wide change gain most from Innovation-Led Transformation Roadmap Leadership. That includes benefit owners, transformation office heads and unit leaders redesigning operations.

## How does Innovation-Led Transformation Roadmap Leadership differ from a general change management course?

Innovation-Led Transformation Roadmap Leadership focuses on sponsor decisions about sequence, scale and operating model design. A general change course centres on individual adoption tactics instead.

## What do you bring back from Innovation-Led Transformation Roadmap Leadership?

You bring back a sequenced route for change from Innovation-Led Transformation Roadmap Leadership. It sets out waves, operating model shifts, scaling pathways, gates, owners and benefit measures.

## Innovation-Led Transformation Roadmap Leadership: The Way Forward

The transformation roadmap each participant completes first informs which units and innovations form the opening wave. Sponsors and unit heads use it to align funding and ownership. After its first stage gate review, sponsors should revisit the sequencing logic and change saturation signals, since early evidence often reshapes the order of later waves.