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COURSE BROCHURE

# Leader Development Journeys for Organisational Transformation Training Course

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# Leader Development Journeys for Organisational Transformation Training Course

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Leader Development Journeys for Organisational Transformation is a 1-week training course for leadership development and organisational development officers who design the learning path that prepares leaders to carry a major change, ending with a transformation leader development roadmap. Transformations ask leaders to behave differently long before classrooms catch up. Jupiter Prime Training delivers this course on leader development journeys.

## Why Leader Development Journeys Matter Now

Three forces shape leader development journeys today. Executive sponsors expect learning to move at the pace of the transformation rather than the annual training calendar. Middle leaders carry most of the new expectations while still running daily operations. Boards increasingly ask how leadership capacity is reported alongside other human capital measures. An organisation that links its journeys to the change gains leaders who model the new behaviours early; one that does not sees cynicism, stalled initiatives and leaders who quietly revert to old habits.

## Who Gains Most from Leader Development Journeys

- Leadership development officers responsible for cohort curricula and sequencing
- Organisational development officers who translate a transformation into leader behaviours
- Talent officers who select leaders for cohorts and track their readiness for larger roles
- Change officers who coordinate sponsors and change waves with learning
- People analytics officers who evidence leader behaviour shift

A transformation office gains most when its development, change and analytics officers attend together.

## Leader Development Journeys Capabilities

Participants move from isolated leadership events to journeys that track transformation milestones and show behaviour change.

- Translate a transformation case into a short list of target leader behaviours — executive sponsors
- Design a cohort journey with spaced learning, field assignments and peer circles — line leaders
- Specify sponsor roles, sponsor touchpoints and sponsor coaching moments — transformation office
- Align journey milestones with change waves and operating model go-live dates — transformation leads
- Build a behaviour shift measure using pulse ratings, observation and upward feedback — investment decisions

- Communicate journey progress and leadership capacity gains to boards — governance committees

## Key Leader Development Journeys Terms

- Leader development journey — A sequenced set of learning, practice and reflection experiences spread over months and tied to a business purpose.
- Leader cohort — A group of leaders who move through a journey together, learning from shared assignments and peer challenge.
- Target behaviour — An observable leader action the transformation needs, written so colleagues can see whether it happens.
- Executive sponsor — A senior leader who owns the transformation outcome and visibly supports the leaders on the journey.
- Field assignment — A real piece of change work a leader completes between learning sessions to apply new behaviours.
- Behaviour shift index — A combined measure of ratings and observations showing how far target behaviours have moved over time.

## Leader Development Journeys Day by Day

## Day 1: Reading the Transformation Through a Leadership Lens

- Transformation Case Decoding — Which Leader Shifts the Change Truly Requires
- Leadership Demand Mapping by Layer — Where Capacity Gaps Threaten Milestones
- Target Behaviour Statements — Turning Strategy Language Into Observable Leader Actions
- Current Leadership Baseline Scan — Starting Point for Each Leader Population
- Stakeholder Expectations Grid — What Sponsors, Staff and Boards Want From Leaders

## Day 2: Designing Cohorts and Journey Architecture

- Cohort Selection Criteria — Who Enters First and Why It Matters
- Journey Architecture Canvas — Sequencing Learning Sprints Against Change Waves
- Spaced Learning and Field Assignment Design — Turning Sessions Into Applied Change Work
- Peer Circles and Action Learning Sets — Sustaining Practice Between Formal Sessions
- Faculty and Internal Expert Mix — Balancing Credibility, Cost and Context

## Day 3: Sponsor Roles and Change Alignment

- Sponsor Role Charter — Defining Visible Commitments Expected From Senior Leaders
- Sponsor Touchpoint Calendar — When Executives Appear Across the Journey
- Line Manager Reinforcement Routines — Keeping New Behaviours Alive Back at Work
- Change Wave and Journey Synchronisation — Avoiding Learning That Arrives Too Late
- Resistance Signals Among Leaders — Early Responses Before Cohorts Lose Momentum

## Day 4: Measuring Leader Behaviour Shift

- Behaviour Shift Index Construction — Combining Pulse Ratings, Observation and Upward Feedback
- Journey Milestone Scorecard — Linking Leader Progress to Transformation Checkpoints
- Leadership Capacity Metrics for Human Capital Reports — What Boards Should See
- Journey Cost and Effort Tracking — Weighing Investment Against Observed Shift
- Case Examples From Banking and Utilities — Lessons From Contrasting Transformations

## Day 5: Practising the Transformation Leader Development Roadmap

- Target Behaviour Set Refinement — Applying Day 1 Statements to a Chosen Transformation
- Cohort and Journey Draft — Applying Day 2 Architecture to Real Leader Populations
- Sponsor Commitment Plan — Applying Day 3 Charters to Named Executive Roles
- Peer Critique of Measurement Choices — Testing Day 4 Indices Against Practical Limits
- Transformation Leader Development Roadmap — Completing and Presenting the Final Roadmap

## Applying Leader Development Journeys After the Course

- Run a target behaviour session with the transformation sponsor to agree five observable leader actions for the first cohort.
- Launch a baseline pulse for the first cohort so the behaviour shift index has a starting reading before the journey begins.

## Leader Development Journeys Questions FAQ

### What are leader development journeys for organisational transformation and why do they matter now?

They are sequenced learning paths that prepare leaders to model the behaviours a transformation needs. They matter because change now outpaces annual training calendars.

### Which roles gain most from leader development journeys training?

Leadership development and organisational development officers gain most. Talent, change and people analytics officers also benefit, since journeys depend on their selection, sponsor and evidence work.

### How do leader development journeys differ from a general leadership skills course?

A general leadership skills course builds individual capability in isolation. Leader development journeys are designed around one transformation, with cohorts, sponsors, field assignments and measures tied to its milestones.

## What do you bring back from leader development journeys training?

You bring back a draft roadmap for a real transformation: target behaviours, cohort design, sponsor commitments and a behaviour shift measure.

## Leader Development Journeys: The Way Forward

The transformation leader development roadmap first informs which leader population enters the opening cohort and what sponsors commit to. Development officers, change leads and executive sponsors use it to align learning with change waves. After the first cohort, revisit the target behaviours, since early evidence shows which ones the change truly depends on.