Faysal Aziz

Leading in the Digital Era

Leadership, innovation and change-planning foundations

FA-0672 · 1 day

Others

Introduction

A one-day workshop for managers, executives and entrepreneurs exploring how digital change affects leadership and organisational decisions. Combine introductory technology context with emotional intelligence, readiness assessment, innovation, communication and personal action planning.

Participants examine a selected case and draft an initial plan. The course supports reflection and practical discussion rather than guaranteed competitive advantage, immediate organisational results or mastery of transformation.

Learning outcomes

- Discuss introductory Industry4.0 concepts and leadership implications.
- Identify readiness, stakeholder and business-alignment questions for a digital initiative.
- Apply introductory emotional-intelligence and user-centred discussion techniques to a scenario.
- Compare communication, learning and collaboration approaches during change.
- Draft a small personal or organisational action plan with realistic follow-up needs.

Prerequisites

- Foundational understanding of business operations.
- Team, project or organisational leadership interest.
- Basic familiarity with everyday digital tools; programming is not required.

Training outline

1. 1. Digital Context and Leadership

- Defining Industry 4.0: Overview of the Fourth Industrial Revolution and its distinguishing features.
- Key Technologies: Exploration of AI, IoT, big data analytics, and their roles in modern business.
- Impact on Industries: Case studies illustrating how various sectors are transforming in the digital age.

The Evolving Role of Leadership in the Digital Age

- Shifting Leadership Paradigms: Transition from traditional to digital-centric leadership models.
- Essential Skills for Digital Leaders: Emphasis on agility, resilience, and continuous learning.
- Emotional-intelligence principles for understanding perspectives and discussing team interactions

Discuss technology examples as possible enablers and trade-offs, not a universal prescription.

2. 2. Readiness and Transformation Planning

- Assessing Organizational Readiness: Tools and frameworks to evaluate current digital capabilities.
- Developing a Digital Roadmap: Setting clear objectives, timelines, and milestones for transformation initiatives.
- Relate proposed digital changes to business goals and evaluate costs and trade-offs

Use an introductory assessment to identify gaps; do not treat it as a validated diagnosis of an organisation.

3. 3. Innovation and People-centred Change

- Principles of Design Thinking: Applying user-centric approaches to problem-solving and product development.
- Techniques for exploring and evaluating ideas within teams
- Assess emerging tools against a justified need, evidence and practical constraints

Change Management in the Digital Era

- Understanding Change Dynamics: Recognizing the psychological and organizational aspects of change.
- Communication and engagement approaches for understanding resistance
- Review points, feedback and ownership for sustaining a change initiative

Practise a short stakeholder/user discussion and evaluate a small improvement idea against needs and constraints.

4. 4. Digital Competencies and Case Discussion

- Continuous Learning and Development: Promoting upskilling and reskilling to keep pace with technological advancements.
- Digital Literacy for Leaders: Understanding key digital tools and their applications in decision-making.
- Compare collaborative tools against team needs, access and information-handling requirements

Case Studies and Real-World Applications

- Selected transformation cases: outcomes, constraints and evidence
- Lessons and pitfalls; distinguish a useful example from a guaranteed repeatable result
- Interactive Discussions: Sharing experiences and insights among participants.

Examine evidence, limitations and alternative explanations in the selected publicly documented or fictional case.

5. 5. Personal Assessment and Next Steps

- Personal Leadership Assessment: Reflecting on current strengths and areas for development.
- Setting Personal Goals: Establishing actionable objectives to apply course learnings.
- Resource Compilation: Providing tools, readings, and references for continued growth.

Produce a bounded action plan with responsibilities, dependencies, a review point and learning needs.

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