PAN AFRICAN
Learning and Growth Network

LEADING CHANGE IN AN AGE OF DIGITAL TRANSFORMATION

DRIVE FASTER DECISION-MAKING, ACCELERATE CHANGE PROCESSES AND CAPTURE THE ADVANTAGES OF DIGITAL DISRUPTION.

KU CHAWE INN
ZOMBA, MALAWI.

FROM
8:00
TILL 4PM

22-23
SEPT 2025

REGISTRATION FEES
MK1,000,000
PER PERSON I VAT EXCL.

CELEBRATING 10 YEARS PALGNET

BE IN TOUCH
Email: admin@palgnet.com
Tel: +265 886 797 782 | 212 278 897
| +265 998 429 138
Cell: +265 999 295 659
Web: www.palgnet.com

OVERVIEW

IT'S NOT THE TECHNOLOGY:
IT'S THE PEOPLE AND PROCESSES

Post-pandemic, most companies have accelerated their digital transformation strategies, facing enormous pressure to stay ahead of the competition and on top of the latest technological trends. Yet, the technology evolution never stops, the launch of ChatGPT started another storm that pushed businesses and society to re-consider the power of AI.

Research shows that the effective management the people involved in the change - their mindsets and behaviors - is the strongest determinant of success and failure during digital transformations. Leading Change in an Age of Digital Transformation is an immersive program designed for senior executives and managers to understand the different layers of digital transformation and its strategic impacts.

BENEFITS
OF ATTENDING

Grasp and articulate your strategic purpose for digital transformation

Leave with a concrete action plan for your own digital transformation initiative

Enhance your key change leadership skills relative to people and process

Anticipate and design a change initiative that addresses all aspects: Business, Individual, and Organization

Elevate your understanding of the crucial elements and unique sequence of your transformation

WHO
SHOULD ATTEND

Leading Change in an Age of Digital Transformation is designed for senior executives and managers who:
- Are driving strategic change related to digital transformation initiatives in their organisations, or
- Are leading their own team and department through a digital transformation (including adopting GenAI)

It is additionally beneficial for participants to come together as existing or potential members of a digital transformation initiative team (up to three managers).

Watson Munyanyi, PhD, FIDBS's Services

Senior Postdoctoral
Research Fellow
University of Johannesburg

Lecturer (Banking and
Finance)
Great Zimbabwe University

Founder & Executive Secretary
The GRC Network Zimbabwe

Digital Business Fellow/Trainer
*Institute for Digital Business
Strategy*

At the forefront of financial academia as a Senior Postdoctoral Research Fellow at the University of Johannesburg, Dr Munyanyis' contributions are rooted in a robust understanding of Fourth Industrial Revolution (4IR) implications for supply chains in SMEs. With a strong foundation in financial analysis, his research integrates into the realm of digital business strategy, enhancing the educational landscape and fostering innovation. Dr Munyanyis' tenure as a lecturer at Great Zimbabwe University spans over a decade, where he's honed his expertise in corporate finance to shape the next generation of financial strategists. By leveraging tools like Microsoft Excel for advanced financial modeling, his team has equipped students with the practical skills needed to navigate the ever-evolving financial sector, demonstrating a steadfast commitment to bridging theoretical knowledge with real-world application.

CONTENT OVERVIEW

Leading Change in an Age of Digital Transformation is designed is designed to enhance the critical leadership competencies needed to visualize and successfully drive your organization's digital change, from initiation to sustainment.

LEADING TWIN TRANSFORMATIONS

You are all in critical leadership roles and are expected to think and act "strategically" to overcome uncertainty in your industry. Create value for your organisations in the short, medium, and long term through understanding:

Digital Transformation

Gain critical insights and deep knowledge of digital transformation and its impact on your organisations. Guided and enriched by an executive professional facilitator, and supported by case studies, you can develop a strategic framework on your own digital or GenAI transformation.

Sustainable Transition

Technologies and policies are constantly evolving across industries. New business models are needed to remain relevant and successful; learn how to become more agile and approach new opportunities presented by the digital age with an open mind.

THE 4 STAGES OF CHANGE

Drawn on decades of change management research, dig deep into the complex dynamics across the four stages of digital transformation.

Phase 0.
Incubation and Exploration
Can you clearly articulate the WHO, WHY, WHAT, and HOW of your digital transformation pathway? Can you reasonably anticipate and prepare for the "rollercoaster of change"?

Phase 1.
Initiation and Motivation
How can you help stakeholders recognize threats and opportunities as well as emotionally connect to the value of your initiative? What are some common ignition pitfalls that you should avoid?

Phase 2.
Launching and Scaling
What are the mechanics of launch from securing early adopters' support, learning to motivate the "majority in the middle" as well as anticipating and overcoming resistors? Importantly, how can you throttle up enthusiasm to gain momentum to scale?

Phase 3.
Sustaining and Integration
How can you ensure a digital transformation succeeds in escaping velocity and when should it be normalized as "business as usual"? Can you re-energize yourself and others once the initial launch excitement peters out?

Some specific questions you might want to ask yourself in the phases of your digital transformation:

Phase 0

Incubation and Exploration
- What is the vision, purpose, and objectives of your digital transformation?
- Why is digital transformation important to your business and the organisations?
- What options have you explored before designing your digital pathway?
- WHO have you engaged in the exploration stage?
- Can you clearly articulate the WHO, WHY, WHAT, and HOW of your digital transformation pathway?

Phase 1

Initiation and Motivation
- Why are digital threats and opportunities so hard for some constituent groups or key individuals to see?
- How can you help people visualize and emotionally connect to the value and impact of digital transformation?
- What are the most common ignition pitfalls and why do smart people fall into them?
- How can you avoid them?
- Can you anticipate early adopters and resistors?

CERTIFICATES

On completion of the training a PALGNET Certificate of Attendance will be awarded to delegates.

Launch and Scaling up
- Who do you need as early adopters and how do you secure their engagement?
- How can you motivate the "majority in the middle" to embrace your digital transformation?
- Which resisters should you ignore and which should you tackle?
- After launch, how do you throttle up the enthusiasm to gain momentum to scale up?

Sustaining Success
- Why do transformations that achieve successful launch and even scaling fail to reach "escape velocity" and fall back to earth?
- How can you re-formulate the informal networks in addition to the formal structures?
- How can you re-energize yourself and others once the initial excitement peters out?
- At what point do you need to operationalize and normalize the "new operating model" for digital to become "business as usual"?

CONTACT US

Pan African Learning and Growth Network
Plot No 102, Area 14, Lilongwe, Malawi, Africa.

Tel:. +265 (0) 212 278 897
Cell:. +265 (0) 998 429 138

Email
training@palgnet.com

Facebook
www.facebook.com/palgnet

LinkedIn
www.linkedin/company/palgnet

Website
www.palgnet.com