

Leading Culture Change & Building High-Trust Organizations



Level Up
Leadership & Personal
Development Training

Training Modules

✓ MODULE 1

The Science of Change,
Foundations for Modern
Organizations

✓ MODULE 2

Organizational Diagnosis
& Change Readiness

✓ MODULE 3

Change Management
Frameworks &
Methodologies

✓ MODULE 4

Communication, Influence
& Managing Resistance

✓ MODULE 5

Culture Transformation, From
Design to Implementation

✓ MODULE 6

Leading Change, Mind-
sets, Skills & Adaptive
Leadership

✓ MODULE 7

Final Change & Culture
Transformation Project

Leading Culture
Change & Building
High-Trust
Organizations



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Module 1 (4h): The Science of Change - Foundations for Modern Organizations

Objective:

Introduce participants to the psychology, sociology, and organizational dynamics behind successful change.

Topics

- Why organizational change initiatives fail (classic patterns)
- Human behavior under uncertainty: resistance, adaptation, identity
- Culture as a system: artifacts, values, assumptions (Schein model)
- How leaders shape and reinforce culture.

1.



Module 2 (4h): Organizational Readiness

Diagnosis & Change

Objective:

Equip participants to diagnose culture, leadership gaps, and readiness for change.

Topics

- Change readiness frameworks
- Identifying cultural blockers and accelerators
- Social networks, informal influence, and shadow structures
- Role of middle managers in transformation
- Why technical solutions fail without cultural alignment

2.



✓ **Module 3 (4h): Change Management Frameworks & Methodologies**

3.

Objective:

Provide a rigorous understanding of the world's leading change methodologies.

Topics

- Kotter's 8 Steps
- ADKAR (Awareness, Desire, Knowledge, Ability, Reinforcement)
- Lewin's Unfreeze–Change–Refreeze
- Bridges' Transition Model
- Prosciand practical change roadmaps
- When to use each framework



✓ **Module 4 (4h): Communication, Influence & Managing Resistance**

4.

Objective:

Develop leadership communication capabilities to reduce friction, increase engagement, and accelerate adoption.

Topics

- Influence without authority
- Behavioral nudges & micro-interventions
- Empathy as a managerial capability
- Designing communication strategies that work
- Managing emotions, identity threats, and hidden resistance.

✓ **Module 5 (4h): Culture Transformation , From Design to Implementation**

Objective:

Guide leaders on how to intentionally shape culture and embed new behaviors.

5.

Topics

- Culture redesign: vision, behaviors, symbols, rituals
- Aligning structure, incentives, and workflows
- Cultural levers: onboarding, recognition, leadership modeling
- Measuring culture (qualitative + quantitative techniques)
- Psychological safety & trust- building



✓ **Module 6 (4h): Leading Change - Mindsets, Skills & Adaptive Leadership**

Objective:

Strengthen leadership capabilities essential for sustained transformation

6.

Topics

- Adaptive leadership (Heifetz)
- The leader's role in uncertainty and complexity
- Leading through purpose and shared meaning
- Team dynamics during transformation
- Building resilient, learning-oriented organizations

✓ **Module 7 (4h): Final Change & Culture Transformation Project**

Objective:

Integrate all concepts by designing a real culture-or change-focused initiative for participants' organizations.

7.

Project Scope

Participants will present a completed Change & Culture Transformation Proposal, including:

- Culture and readiness diagnosis
- Stakeholder and influence map
- Change roadmap and communication plan
- Identification of key behaviors to shift
- Resistance and risk mitigation strategy
- Metrics of adoption, engagement, and cultural impact
- 90-day implementation blueprint



Package inclusions

Important information

Date: September 14-17, 2026

Campus: Bogota, Colombia

Hotel: Check-in Sunday, September 13th, 2026

Hotel Check-out Friday, September 18th, 2026

Investment: USD 3,950

Instruction Language: English

Included in the investment:

28-Hour Course at the Executive Education Universidad de los Andes.

Certificate of Participation by Executive Education University of Andes. Min. participation of 80% in the training is required.

5-night hotel accommodation, breakfast, and wi-fi included.

All meals during the training.

Networking dinner

Transportations Airport -hotel- Airport

Excluded

Flights

Travel Insurance

Dinners

Miscellaneous expenses.



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