Renewable Energy Leadership and Change Management Training Course

Professional Development Training Course Outline

Category	Renewable Energy	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The global energy transition is reshaping how organizations compete, innovate, and create long-term value. Renewable energy leadership now requires more than technical knowledge: leaders must integrate energy transition strategy, clean energy innovation, ESG, decarbonization, climate resilience, digital transformation, stakeholder engagement, and sustainable finance into organizational decision-making. Current leadership research highlights AI-enabled decision-making, transformation capability, scalability, and high-impact learning as increasingly important leadership priorities, while energy-sector skills research emphasizes leadership development, negotiation, influencing, adaptability, and change management.

Renewable Energy Leadership and Change Management Training Course equips professionals with practical capabilities to lead renewable-energy transformation and manage organizational change. Through interactive workshops, strategic simulations, case studies, peer learning, scenario planning, and action planning, participants examine how organizations can overcome resistance, mobilize stakeholders, build high-performing teams, and translate sustainability ambitions into measurable outcomes. The course also addresses emerging priorities including net-zero transformation, energy security, renewable innovation, green finance, workforce reskilling, AI-enabled leadership, and organizational resilience. Real-world transition examples, including Ørsted's transformation from a fossil-fuel-oriented business toward renewable energy, demonstrate the importance of timing, employee engagement, talent development, and structured change leadership.

Programme Curriculum

Renewable Energy Leadership and Change Management Training Course

Introduction

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Course Duration

5 days

Course Objectives

By the end of the course, participants will be able to:

1. Understand global renewable-energy trends, energy-transition drivers, and emerging market opportunities.
2. Develop strategic leadership capabilities for clean-energy transformation and organizational resilience.
3. Design renewable-energy strategies aligned with net-zero, ESG, and sustainability objectives.
4. Evaluate solar, wind, battery storage, green hydrogen, bioenergy, and other clean-energy opportunities.
5. Lead organizational transformation using contemporary change-management frameworks.
6. Manage employee resistance, uncertainty, and cultural barriers during energy transition.
7. Strengthen stakeholder engagement, negotiation, influencing, and cross-sector collaboration.
8. Apply innovation, digital transformation, and AI-enabled decision-making to energy leadership.
9. Integrate climate risk, energy security, resilience, and sustainability into strategic decisions.
10. Assess green-finance, investment, and business-model opportunities supporting renewable deployment.
11. Build workforce capability through reskilling, upskilling, talent development, and knowledge transfer.
12. Measure transformation performance using KPIs, ESG metrics, impact measurement, and continuous improvement.
13. Develop an actionable leadership and change-management roadmap for renewable-energy transformation.

Target Audience

1. Chief Executive Officers, Managing Directors, and Senior Executives
2. Renewable Energy and Energy-Transition Leaders
3. Sustainability, ESG, and Climate Professionals
4. Energy Project and Program Managers
5. Government Officials, Policymakers, and Regulators
6. Engineers, Technical Specialists, and Operations Managers

7. Finance, Investment, and Green-Finance Professionals
8. Consultants, NGOs, Development Organizations, and Sustainability Advisors

Course Modules

Module 1: Renewable Energy Transition and Strategic Leadership

- Global **energy transition**, clean-energy markets, and emerging opportunities
- Leadership imperatives for **net-zero and sustainable growth**
- Renewable energy policy, regulation, and market dynamics
- Energy security, resilience, and corporate competitiveness
- **Case Study:** Ørsted's transformation and lessons in strategic timing, workforce engagement, and organizational change

Module 2: Renewable Energy Technologies and Innovation

- Strategic overview of **solar, wind, hydro, bioenergy, hydrogen, and battery storage**
- Technology maturity, scalability, and investment considerations
- Digitalization and smart-energy systems
- AI and data-driven approaches to energy decision-making
- **Case Study:** Comparing renewable technology portfolios and identifying pathways for scalable deployment

Module 3: Change Management for Energy Transformation

- Principles of **organizational change, transformation, and adaptability**
- Diagnosing resistance and developing change-readiness strategies
- Communication, leadership alignment, and employee engagement
- Building resilient and innovation-oriented organizational cultures
- **Case Study:** Managing workforce and cultural change during a utility's renewable-energy transition

Module 4: Stakeholder Leadership and Strategic Collaboration

- Stakeholder mapping and **strategic engagement**
- Negotiation, influencing, communication, and conflict management
- Community, government, investor, and partner engagement
- Cross-functional and cross-sector collaboration
- **Case Study:** Building stakeholder alignment for a large-scale renewable-energy project

Module 5: Sustainable Finance, ESG, and Climate Risk

- **Green finance, climate finance, and sustainable investment**
- ESG integration into renewable-energy strategy
- Climate-risk identification and resilience planning
- Business cases, investment appraisal, and value creation
- **Case Study:** Structuring an investment strategy for a corporate renewable-energy portfolio

Module 6: Leading High-Performance Renewable Energy Teams

- Developing future-ready **energy-transition talent**
- Reskilling, upskilling, and workforce transformation
- Inclusive leadership and high-performing teams

- Coaching, motivation, accountability, and psychological safety
- **Case Study:** Designing a workforce capability program for renewable-energy expansion

Module 7: Digital Transformation, AI, and Innovation Leadership

- **AI-enabled leadership** and data-driven strategic decisions
- Digital transformation across renewable-energy operations
- Innovation ecosystems, automation, and smart-energy technologies
- Cyber resilience and responsible technology adoption
- **Case Study:** Using digital intelligence and predictive analytics to improve renewable-energy performance

Module 8: Transformation Execution, Measurement, and Future Readiness

- Building an integrated **energy-transition roadmap**
- Change KPIs, ESG metrics, performance dashboards, and impact measurement
- Continuous improvement and adaptive leadership
- Scenario planning for future energy-market disruption
- **Case Study:** Developing a 12-month renewable-energy transformation roadmap with measurable outcomes

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
21 Sep 2026	25 Sep 2026	Online	$1,000
21 Sep 2026	25 Sep 2026	Physical	$1,500
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0

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