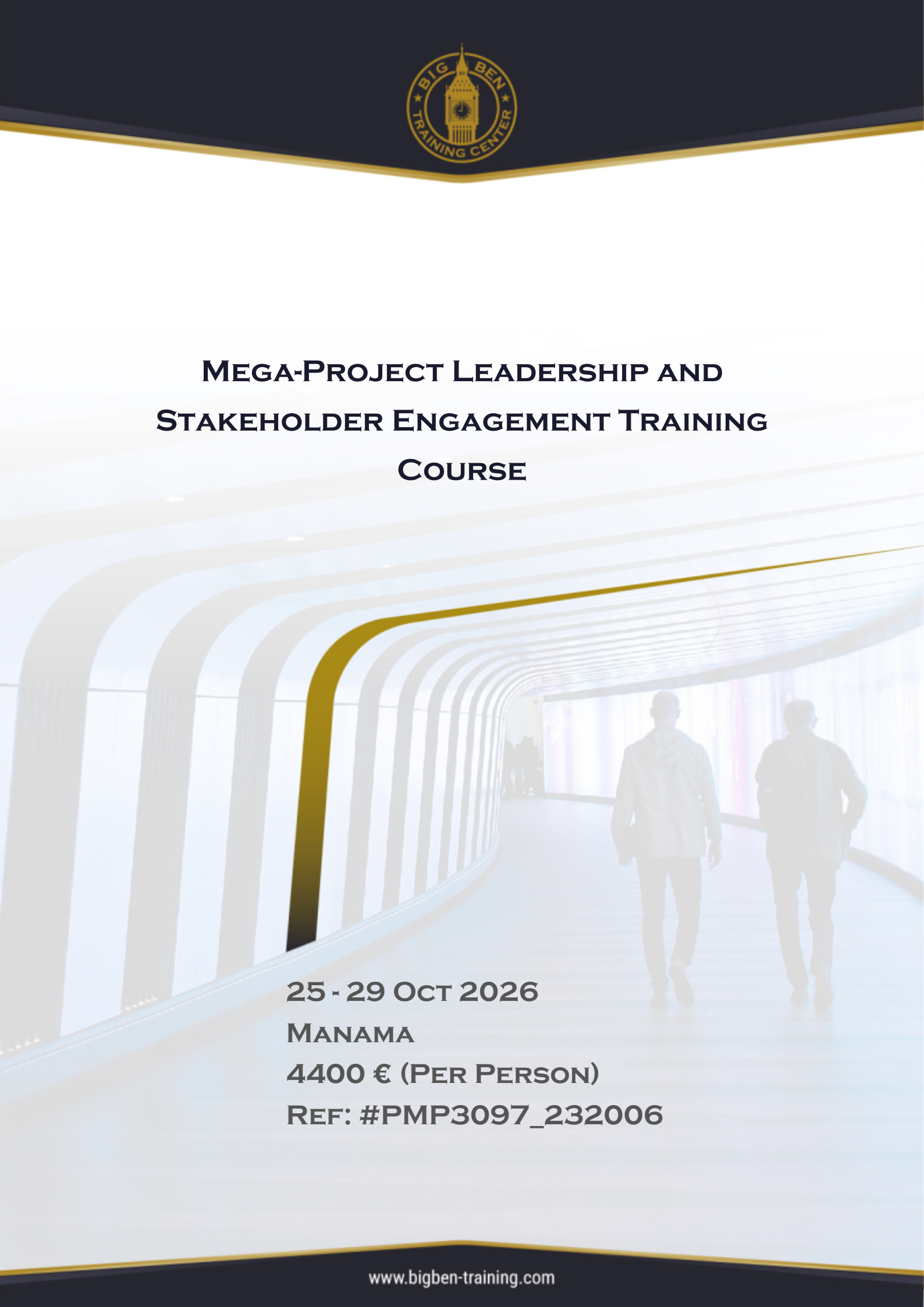
Mega-Project Leadership and Stakeholder Engagement Training Course



25 - 29 Oct 2026

Manama

4400 € (Per Person)

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Course Introduction / Overview:

Mega-projects, characterized by their immense scale, significant investment, and profound societal impact, present unique leadership and management challenges that extend far beyond traditional project management. This intensive training course is designed to equip leaders with the specialized skills required to navigate the intricate web of complexities inherent in these ventures. We will delve into the critical intersection of strategic leadership, complex stakeholder management, and robust project governance. Drawing on the seminal work of experts like Bent Flyvbjerg, particularly his insights from "Megaprojects and Risk: An Anatomy of Ambition", this program explores why so many large-scale projects fail to meet their objectives and provides a roadmap for success. Participants will learn to manage the political, social, and economic pressures that can derail even the most well-planned initiatives. At BIG BEN Training Center, we provide a comprehensive framework for mastering stakeholder engagement, mitigating catastrophic risks, and fostering the resilient leadership necessary to deliver transformative projects on time, within budget, and to the satisfaction of all involved parties. This course moves beyond theory to offer practical, actionable strategies for real-world application.

Target Audience / This training course is suitable for:

- Project Directors and Senior Project Managers.
- Program Managers and Portfolio Managers.
- C-Suite Executives (CEO, COO, CFO).
- Heads of Strategy and Corporate Development.
- Government Officials and Public Sector Leaders.
- Senior Engineers and Technical Leads.
- Risk and Compliance Managers.
- Community Relations and Corporate Affairs Professionals.
- Procurement and Contract Managers.
- Investors and Financial Sponsors involved in large-scale projects.

Target Sectors and Industries:

- Construction and Civil Engineering.
- Oil, Gas, and Renewable Energy.
- Aerospace and Defense.
- Information Technology and Telecommunications.
- Transportation and Urban Infrastructure.
- Mining and Natural Resources.
- Pharmaceuticals and Biotechnology.
- Governmental and Public Sector Agencies.
- International Development and Non-Governmental Organizations.
- Real Estate and Urban Development.

Target Organizations Departments:

- Project Management Office (PMO).
- Strategic Planning and Business Development.
- Operations Management.
- Engineering and Technical Services.
- Finance and Investment.
- Public Relations and Corporate Communications.
- Legal and Regulatory Compliance.
- Human Resources and Organizational Development.
- Supply Chain and Procurement.
- Corporate Social Responsibility (CSR) and Sustainability.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a strategic vision and leadership approach tailored for mega-projects.
- Conduct comprehensive stakeholder analysis and mapping for complex environments.
- Design and implement effective stakeholder engagement and communication strategies.
- Master advanced techniques for negotiating with and influencing diverse stakeholder groups.
- Establish robust project governance frameworks to ensure transparency and accountability.
- Identify, assess, and mitigate the unique financial, political, and social risks of mega-projects.
- Lead cross-functional, multicultural teams effectively in high-pressure situations.
- Apply proven conflict resolution methodologies to manage disputes among stakeholders.
- Navigate the complex regulatory and political landscapes impacting large-scale initiatives.
- Evaluate project success beyond traditional metrics to include long-term value and societal impact.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, immersive, and focused on practical application. We believe that mastering the complexities of mega-project leadership requires more than theoretical knowledge; it demands hands-on experience in a controlled learning environment. The course will utilize a blend of expert-led presentations, in-depth case study analyses of real-world mega-projects, and dynamic group discussions to foster collaborative learning. Participants will engage in simulation exercises that replicate the high-stakes decision-making scenarios they face, allowing them to practice negotiation, conflict resolution, and stakeholder communication skills. Interactive workshops and team-based problem-solving activities will be central to the learning process, encouraging participants to apply new frameworks and tools to specific challenges. Ample time is allocated for peer-to-peer feedback and structured Q&A sessions with the facilitator, ensuring that individual learning needs are addressed. This participant-centered approach ensures that attendees leave not just with new knowledge, but with the confidence and competence to apply it directly to their own projects and organizations.

Course Agenda (Course Units):

Unit One: The Unique Landscape of Mega-Projects

- Defining the characteristics and complexities of mega-projects.
- The psychology of mega-project decision-making and common cognitive biases.
- Historical context and lessons learned from landmark global projects.
- Introduction to stakeholder theory and its application in complex environments.
- The Iron Triangle vs. the Diamond Model of project success.
- Understanding the political economy of large-scale infrastructure.
- Key differences between project, program, and mega-project management.

Unit Two: Strategic Leadership and Governance

- Developing the vision and strategic alignment for a mega-project.
- Leadership styles for navigating ambiguity and complexity.
- Establishing effective project governance structures and boards.
- The role of the Project Management Office (PMO) in mega-projects.
- Ethical leadership and decision-making in high-stakes environments.
- Building and leading high-performance, cross-functional teams.
- Managing the interface between project teams and executive sponsors.

Unit Three: Mastering Complex Stakeholder Engagement

- Systematic stakeholder identification, analysis, and prioritization.
- Advanced stakeholder mapping techniques (Power/Interest, Salience Model).
- Developing a dynamic and adaptive stakeholder engagement plan.
- Crafting communication strategies for diverse audiences (investors, government, public).
- Managing community relations and achieving a social license to operate.
- Techniques for negotiation, influence, and consensus-building.
- Managing stakeholder expectations throughout the project lifecycle.

Unit Four: Navigating Risk, Uncertainty, and Crisis

- Advanced risk identification and assessment for mega-projects.
- Differentiating between risk, uncertainty, and ambiguity.
- Strategies for mitigating political, financial, and social risks.
- Developing robust contingency and crisis management plans.
- Change management principles for large-scale transformations.
- Financial modeling and cost control in volatile environments.
- Legal and contractual risk management strategies.

Unit Five: Execution, Delivery, and Legacy

- Implementing effective performance monitoring and control systems.
- Advanced conflict resolution and mediation techniques.
- Managing project interfaces and system integration challenges.
- Strategies for project turnaround and recovery.
- Planning for project commissioning, handover, and closure.
- Benefits realization management and measuring long-term value.
- Case study workshop: Applying all concepts to a comprehensive mega-project scenario.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can mega-project leaders balance the immediate demands of investors and political sponsors with the long-term, often unquantifiable, social and environmental legacy of their projects?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond the technical mechanics of project management to focus on the nuanced and often decisive human elements of mega-project success. While other programs may concentrate on scheduling and budgeting tools, we delve into the complex interplay of leadership psychology, political acumen, and strategic stakeholder engagement. Our curriculum is built around a deep understanding that mega-projects are not just engineering feats but are fundamentally social and political endeavors. We utilize a case study methodology that examines both celebrated successes and high-profile failures, extracting practical, actionable lessons on what truly separates triumphant projects from costly disasters. The course emphasizes the development of adaptive leadership skills required to navigate ambiguity and influence a diverse web of stakeholders with competing interests. Participants will not just learn theories; they will engage in realistic simulations that challenge their decision-making, negotiation, and crisis communication abilities. The focus is on building the strategic foresight and interpersonal mastery essential for steering multi-billion-dollar initiatives through turbulent environments, ensuring a lasting positive legacy.