Management And Leadership

Leading and Managing Change

Course Introduction

Change brings instability, and effective leaders provide consistency and vision during these transitional times. While management is geared toward addressing systems and processes, leadership works with the humans executing the process to work through their difficulties and leverage their strengths. This training course is designed to provide participants with the key concepts and techniques that leaders and managers should consider to effectively manage change in their organization. This course will cover topics such as typology of organizational change, change agents and transformation, models and strategies for managing and leading change, and key factors in making organizational change happen.

Target Audience

- Change Management Professionals
- HR Managers and Organizational Development Specialists
- Team Leaders and Managers Leading Change Initiatives
- Business Consultants Specializing in Organizational Transformation
- Project Managers Managing Change-Heavy Projects
- Corporate Trainers and Coaches Focused on Change Management
- Communication Specialists Crafting Change Communication Plans
- Risk Management Professionals Addressing Change-Related Risks
- Executives and Decision-Makers Leading Cultural Transformations
- Leaders of Mergers, Acquisitions, or Restructuring Initiatives
- Employee Engagement Specialists
- Professionals Working in Organizational Psychology or Behavioral Science
- Professionals in Agile and Lean Transformation Roles

Learning Objectives

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

- Gain a comprehensive understanding of the leadership and management perspective on 'change'
- Effectively manage resistance to change and recognize the strong emotions associated with it
- Analyse change and develop strategies and plans for the organisation to deal with it
- Design communication strategies to accelerate change
- Develop insight into corporate cultures and how they influence change initiatives

Course Outline

- **01 Day One**

  Managing resistance to change

  - People and change
  - Why people resist change
  - Forms of resistance and how to deal with them
  - Individual factors versus group factors
  - Stages people go through when resisting change
  - The 'SARAH' model
  - Managing the transition stage
  - Managing resistance and emotions
  - Risks associated with change
  - Identifying and managing risks
  - Risk-impact probability chart
- **02 Day Two**

  Communicating change

  - The importance of communicating change
  - What people want to hear and what they need to see
  - Elements of a change communication plan
  - Dos and don'ts when communicating change
- **03 Day Three**

Key factors in making organizational change happen

- Understanding organizational and corporate cultures
- Components of a company culture
- Forms of cultural change in an organization
- Common mistakes when transforming company culture
- 20 steps to sustain change to a company culture

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 21, 2025	April 23, 2025	3 days	3250.00 $	UAE - Dubai
Sept. 7, 2025	Sept. 9, 2025	3 days	3250.00 $	UAE - Abu Dhabi