



Management And Leadership

Change Management Masterclass

Course Introduction

This training program aims to help participants master change management, by providing them with the foundations, concepts, principles, strategies and mechanisms of the scientific method used in managing change in organizations, and enabling them to apply them efficiently, to increase the general productivity of the organization.

This training program will also provide change leaders with logical insights on how to motivate people effectively through organizational change, plus equipping them with some effective knowledge and tools for understanding resistance and communicating change the right way.

Target Audience

- Change Managers
- Organizational Development Specialists
- Team Leaders and Supervisors
- HR Professionals
- Project Managers
- Middle and Senior-Level Managers
- Leadership Development Professionals
- Training and Development Specialists
- Business Consultants
- Transformation and Change Agents

Learning Objectives

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

- Explain how the process of organizational change or transformation occurs.

- Establish teams of change that contain the necessary roles and responsibilities to face organizational changes with guaranteed success.
- Manage resistance to change.
- Develop strategies to keep people motivated during the change.
- Interpret the different types of change and establish appropriate strategies to manage them.
- Identify the program and project management framework in which the changes are implemented.
- Identify Stages of Team Development (Tuckman).
- Practice new methods of dealing with others in a way that boosts team spirit, cooperation, and open communication.
- Define the different communication styles.
- Learn and know how to identify and use the “levers” organizations typically used to drive and sustain changes.

Course Outline

• 01 Day One

Change and the individual:

- Introductions and Objectives.
- The Change Management context.
- Models of individual change:
- Motivation.
- Individual differences.

Change and the organization

- Organizations culture and change.
- Models of change.
- Key roles in organizational change.
- Drivers of change.
- Viewpoints and change vision.

Introduction to Excellent Change Leaders:

- Roles and responsibilities.
- The four functions and ten roles of Change Leadership.
- Common mistakes made by managers and leaders.
- Characteristics of an Effective Leader.

• 02 Day Two

Utilizing Your Leadership Skills for better change management:

- Situational Leadership Model.
- 6 Sources of power John French Bertram Raven Model.
- Delegating properly.
- Mastering the art of Motivation “Best Practices”.
- Engaging employees for organizational success.
- ABC Model for Engagement.
- Learning the steps to effective delegation.
- Empowering and motivating employees through delegation.
- Tools for managing time (online applications, software skills).
- Techniques and approaches to managing stress
- Problem solving and decision making “Best Practices”.
- Supervisors’ roles and responsibilities in providing effective coaching.
- Understanding Coaching Models.

• 03 Day Three

Teams and leadership:

- Teams Vs. Groups.
- Types of Teams.
- Why teams fail?
- Top Qualities of a Successful team.
- Stages of team development (Tuckman).
- The secret recipe to build a HIGH-PERFORMANCE teams:
- The 5 behaviors of high-performance teams.
- Design and assess performance goals.
- Interdependency and collaboration.
- How to Build an AGILE team that matches the culture of change in the organization?

The art of Communicating and Building trust:

- Why to link change with organizational value?

- Different communication styles and channels.
- Barriers of effective communication.
- Strategies of Building trust in change.
- Communicating change – factors, barriers and approaches.
- Managing relationships and mobilizing stakeholders.

• 04 Day Four

Measuring Change Impact:

- Identifying and assessing change impact.
- Stakeholder impact assessment.
- Change severity assessment.

Change Readiness:

- Expectancy theory and change.
- Change agent networks.
- Building organizational change readiness.
- Preparing for resistance.

Sustaining change:

- Change levers.
- Levels of adoption.
- Reinforcing systems.

Confirmed Sessions

FROM	TO	DURATION	FEE\$	LOCATION
April 13, 2025	April 16, 2025	4 days	4250.00 \$	KSA - Riyadh
July 7, 2025	July 10, 2025	4 days	4250.00 \$	UAE - Dubai
Nov. 17, 2025	Nov. 20, 2025	4 days	4250.00 \$	UAE - Abu Dhabi