



Management And Leadership

# Change Management: Leading Successful Change

# Course Introduction

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Change is an interesting topic that is often discussed in leadership circles. Leading successful change is seen on many job descriptions for presidential roles.

**But how can we measure success in leading change? More importantly, how do we lead transformational change?**

This workshop will provide Change leaders with clear insights on how to effectively motivate people through corporate culture or organizational change. It will also equip them with some effective tools, skills and knowledge for understanding resistance and communicating change the right way. We will spend the entire workshop recalibrating minds to the realities of business nowadays. This is a very challenging workshop that will prompt participants to rethink most of their assumptions about their business, management practices, and people, in order to facilitate achieving serious changes.

## Target Audience

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- Executives
- Directors
- Change Leaders
- Senior Managers and Managers
- HR Professionals
- Organizational Development Specialists
- Project Managers
- Those who are seeking to enhance their ability to lead transformational change within their organizations.

# Learning Objectives

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

- Explore what is change and why do some organizations fail in change management.
- Discover the different responses to change and how to handle them.
- Recognize the effect of Resistance to change and how to manage it properly
- Understand why people are afraid of change and use behavioural techniques to overcome potential resistance.
- Plan stages of a change process and increase the likelihood of success by adhering to proven principles of change management.
- Adopt proper attitude towards change by getting familiarized to famous Change Theories
- Discover practical tools for creating & maintaining Positive Mindset
- Identify ambiguity in the business and adapt this to agility.

## Course Outline

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### • 01 Day One

#### Why Change

- What's Change and why it's important nowadays to embrace change?
- Why do organizations fail in implementing change?
- What are various types of change?
- What are various phases of growth?
- What's the Change impact on organizations?
- Some changes in different Sectors
- Why Change Initiatives Fail?
- Commonly Cited Reasons for Failure
- Perceptions of Change.

#### How Change affects people

- How do people respond to change?

- What goes through people's mind when they are confronted with change in different stages?
- How ideas spread and what does this mean for change management?
- Kübler-Ross' change curve

## • 02 Day Two

### **Forces of Change**

- External Forces
- Technology
- Competition
- Economic Shock
- Social Trends
- World Politics
- Internal Forces
- Nature of Workforce
- A new vision and strategy
- Performance Failures
- Employee Dissatisfaction
- New Ideas challenging the organizational status quo

### **Change Management**

- Project Management Processes and Change Management Processes Relationship
- Early Change Management Models
- Managing the Inevitable
- Change Leadership
- Beyond Change Management

## • 03 Day Three

### **How Organizational Change Works**

- Kotter's 8 steps Change Model Vs ADKAR model
- Lewin's Change Management Model
- What are the common problems when managing changes that if neglected can seriously impact the change process?

## • 04 Day Four

### **Agility & flexibility**

- Knowing what agility is and why it is important

- Agility components
- Incorporating agility into weekly managerial practices
- Understanding the difference between change management and agility
- Creating an agile workplace environment
- **05 Day Five**

### Leading Change & Managing Resistance

- Leading v/s Managing Change
- Understanding the VUCA world Concept
- How to include employees in change, and avoid resistance
- Impact on systems, structures and policies
- How to communicate Change

## Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 21, 2025	April 25, 2025	5 days	4250.00 \$	UAE - Dubai
Aug. 25, 2025	Aug. 29, 2025	5 days	4950.00 \$	Netherlands - Amsterdam
Dec. 8, 2025	Dec. 12, 2025	5 days	4250.00 \$	UAE - Dubai
May 12, 2025	May 16, 2025	5 days	4950.00 \$	England - London