Change is the only constant that we can rely on in the business world. It is critical that organizations understand change, promote change, cope with change, and value change.

Through the trainer’s expertise and practical knowledge, you will be able to define the key concepts associated with change management and you will be able to:

• Understand Change
• Describe how to implement a Change Program
• Identify and overcome Obstacles to Change
• Using the knowledge gained, and contributing in effective change in their organization
• Understand the impact of change in the organization
• Understand the requirement for a sound change process within the organization

This Training Program is designed for

Change Managers, Chief Executives, Managing Directors, Senior General Managers, Department Heads, Program Directors, Company Chairmen, or HR Directors who wish to facilitate the top management team to be much more effective.

The Learning Model
The trainer uses up-to-date training techniques and a variety of training methods, to give all participants the best opportunities for learning, including:

• Class Session
• Group Discussions
• Simulations exercises
• Case studies and Problem Solving Exercises
• Individual assignments
• Templates and tools

Course Duration

14 Training Hours
Training Program Outline

Introduction to Change Management
■ Drivers for Change
■ The change Adept Organization
■ Types of change

Dimensions of change
■ Leader Driven
■ Process driven
■ Improvement driven
■ Organizational Renewal

Pre-requisite for change
■ Pressure for change
■ A clear shared vision
■ Capacity for a change
■ Actionable first steps

Resistance to Change
■ Why change doesn’t work
■ Reasons for resistance

Communicating & Implementing change
■ The change transition
■ Communicating the change
■ Clear communication

Change Failure
■ Lack of Political skills
■ Lack of Analytical skills
■ Lack of People skills
■ Lack of System skills
■ Lack of Business Skills