

GLOBAL EXPERTS INSTITUTE FOR TRAINING.
ISO 9001-2008 TRAINING PROVISION CERTIFIED

Change Management

Schedule Dates:

Start Date	End Date	Place
6 Oct	10 Oct 2024	Istanbul – Mercure Bomonti Hotel

Program Introduction:

In this ever-changing world of business, nothing remains the same for a long time, and this actually is the best opportunity for those leaders who know how to plan for and manage change. They know how to capitalize today to make profit tomorrow.

Change Management Training Course will provide you an in-depth knowledge of successful organizational processes and regulation in vibrant business situations. You'll learn how to spot opportunities for constructive change, inspire novelty, generate, and implement strategic tactics for growth, and successfully manage your team as your organization evolves.

Program Objective:

- ✓ Understand the drivers of change
- ✓ Be able to identify how change in organizational strategy and environmental factors may require change management interventions
- ✓ Understand the terms 'change management intervention' and 'change management plan'
- ✓ Understand when to recommend the different tools available for different stages in the change management plan
- ✓ Be able to write a SMART change objective
- ✓ Understand the different stages of change, from unaware to change champion, and appropriate tools in each of the stages
- ✓ Be aware of theories describing different attitudes to change and common strategies depending on the attitude to change

Who should attend?

- Administration and Middle Management, seniors and team leaders

Program Outlines

Day One

Overview of Change Management

- Definition of change
- What is change management
- Six Step CHANGE model
- Change manager characteristics
- Data collection
- Organizational willingness
- Qualities of a change leader
- Creating visions for change
- Developing communication plans
- Using teams to design an implementation
- Responding to change
- Overcoming resistance and increasing commitment
- Establishing metrics
- Conducting a risk assessment
- Implementation tools
- Importance of short-term gains
- Building momentum
- Evaluating the effort
- Making change stick

Day Two

Various Types of Change and Their Drivers

- Change management drivers
- What does organizational change mean
- Developmental change defined
- Transitional change

The Change Process

- Transformational change
- Impact of initiative change
- Models of change management
- Models of change management ADKAR
- ADKAR model (by Prosci)

Day Three

Change Associated with People

- Models of change management Kotter
- Models of change management Kurt Lewin
- Motivating change
- Creating readiness for change

Undertaking Change Leads

- Overcoming resistance to change
- Creating a vision for change
- Managing the political dynamics of change
- Sustaining change management momentum

Day Four

Decision Making and Motivation

- Introduction and Insight
- Decision making and creativity
- Diversity and individual differences
- Motivation
- Satisfaction and stress

Day Five

Understanding Performing Teams

- Work design
- Interdependence
- Group team performance

Organizational Leadership





- Leadership
- Power
- Politics and conflict

Training Methodology:

- Slide presentations
- Interactive discussion
- Simulations and Gamification
- Online Video material

Cost Quotation in Kuwaiti Dinars

The total cost includes:

-  Instructor(s) expenses
-  Training materials
-  Certification
-  Lunch Included

Total Cost: 1250 KD per Participant

(One Thousand Two Hundred Fifty Kuwaiti Dinar)