

CENTRAL BANK OF EGYPT  
Egyptian Banking Institute



البنك المركزي المصري  
المعهد المصرفي المصري

CHANGE YOUR PERSPECTIVE,  
**CHANGE YOUR LIFE.**

---

## **COURSE DESCRIPTION**

Change is a constant in many of our lives. All around us, technologies, processes, people, ideas, and methods often change, affecting the way we perform daily tasks and live our lives. Having a smooth transition when change occurs is important in any situation and your participants will gain some valuable skills through this workshop. This workshop will give any leader tools to implement changes more smoothly and to have those changes better accepted. This workshop will also give all participants an understanding of how change is implemented and some tools for managing their reactions to change.

## **COURSE OBJECTIVES**

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

- Define the strategy for change
- Recognize the effects of change on individuals' functioning
- Discuss how to lead change in an organization
- Describe the Change Cycle & it's Fluid Nature
- Recognize the impact of communication within the change
- Identify Appreciative Inquiry and its four stages.
- Demonstrate the Explore Model & the Various Roles People Adopt when faced with Change
- Differentiate between Resiliency & Flexibility

## **COURSE OUTLINE**

### **Module One: Preparing for Change**

- Defining Your Strategy
- What's in It for Me?
- Building the Team
- Building Support

### **Module Two: The Change on an Individual Level**

- Clearing
- Programming
- Processing

### **Module Three: Leading and Managing the Change**

- Preparing and Planning
- Delegating
- Keeping the Lines of Communication Open
- Coping with Pushback

### **Module Four: Gaining Support**

- Gathering Data
- Addressing Concerns and Issues
- Evaluating and Adapting

### **Module Five: Making it all Worthwhile**

- Leading Status Meetings
- Celebrating Successes
- Sharing the Results and Benefits

### **Module Six: Using Appreciative Inquiry**

- The Four Stages
- The Purpose of AI

### **Module Seven: Bringing People to Your Side**

- A Dash of Emotion
- Plenty of Facts
- Bringing it All Together

### **Module Eight: Building Resiliency & Flexibility**

- Meaning and the difference between Resiliency & Flexibility?
- Importance of Resiliency and Flexibility
- Five Easy Steps for the Leader and the Individual

## **TARGET AUDIENCE**

This course targets banking sector project managers who are seeking to shift their employees' perspectives and lead change within their departments.

## **COURSE DURATION**

8 hours

09:00 AM – 5:00 PM

## **DELIVERY METHOD**

In-class

## **ASSESSMENT STRATEGY**

Participation

60 % Cut of score of total grades which is "100"

## **COURSE LANGUAGE**

Material: English

Instruction and Explanation: Bilingual (AR<>EN)



### **Headquarters – Nasr City**

22 A, Dr. Anwar El Mofty St., Tiba 2000

P.O.Box 8164 Nasr City, Cairo, Egypt

Tel.: (+2) 02 24054472

Fax: (+2) 02 24054471

**Working hours:** 9:00 am - 5:00 pm

[www.ebi.gov.eg](http://www.ebi.gov.eg)



**Like us on**

[facebook.com/EgyptianBankingInstitute](https://facebook.com/EgyptianBankingInstitute)



**Follow us on**

[twitter.com/EBItweets](https://twitter.com/EBItweets)



**Join us on**

[linkedin.com/company/egyptian-banking-institute](https://linkedin.com/company/egyptian-banking-institute)



**Watch us on**

YouTube Channel: Egyptian Banking Institute (EBI)