

Creating Impactful Change in Organizations

Leadership Development



In-Class



8 hours



EGP 2,680

Course Description:

This course is designed to equip participants with the knowledge and skills needed to effectively lead and manage change within their organizations. Participants will explore the principles of change management, learn to identify barriers to change, and develop strategies to foster a culture of adaptability and innovation. Through a mix of theoretical frameworks, and interactive exercises, attendees will gain the tools necessary to implement impactful change initiatives.

Target Audience:

Managers, Team Leaders, Change Agents, HR Professionals

Course Objectives:

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

- Understand change within the organization and the key steps in effecting change
- Create a vision for the organization
- Obtain the necessary participation
- Lead the change process

Course Outline:

Module 1: Change & The Organization

- Recognizing the Need for Change
- What is Change?
- Diagnosing the Need for Change
- Re-balancing the Equilibrium
- Unfreezing Tactics
- Transition (Moving) Tactics
- Key Steps for Effecting Change

Module 2: Visioning

- Formalize the Need for Change
- Identify Issues & Potential Consequences
- Develop Alternative Solutions
- Choose the Appropriate Vision
- Formalize the Vision

Module 3: Obtaining Participation

- Education & communication
- Participation & Involvement
- Facilitation & Support

Creating Impactful Change in Organizations

Leadership Development



In-Class



8 hours



EGP 2,680

- Emotional Reactions to Change
- Obtaining Participation
- Building Trust

Module 4: Lead the Change

- Facilitation & Decision Making
- Facilitating Basics, Outcomes, Products, & Process
- The Environment
- Facilitating - Teams
- Implementation Team Members
- Balancing the Power

Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

Upon Successful Completion of this Course, participants will obtain:

1.4 CEUs

Course Language:

English

Prerequisites:

Intermediate level of English language proficiency