



264-P25-CE



In-Class



8 hours

Course Description:

This course aims to help senior lower-level managers effectively handle significant organizational changes. The training aims to enhance their ability to understand change principles, navigate initial adaptation stages, recognize change dynamics, apply reframing techniques, and appreciate the benefits of integration to improve overall productivity.

Target Audience:

This course is designed for senior lower-level managers facing significant organizational changes and want to adapt to these changes to become more productive.

Course Objectives:

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

- Identify the principles and processes of change
- Discuss the first two stages of adapting to change
- Recognize change dynamics and reframing steps
- Define integration and its benefits

Course Outline

Module One: Introduction to Change

- The 5 key principles of change
- Kurt Lewin's change model.
- The change curves
- The link between change and memory
- The six stages of adapting to changes

Module Two: Loss & Doubt

- The six stages of adapting to change
- Step (1) loss to safety
- Step (2) doubt about reality
- Six basic questions

Module Three: Discovery (Steps 3 & 4)

- Step 3 Discomfort with motivation
- Self-reframing
- Step 4 Discovery to perspective
- Force field analysis

Module Four: Integration (Steps 5 & 6)

- Step 5 Recognizing the benefits of the change
- Reflection on change through images
- Step 6 Experiencing integration

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:

0.6 CEUs

Course Language:

English

Prerequisites:

None.