BLACKBIRD FOR TRAINING

Implementing and Managing Organisational Change

20 – 24 September 2027
Amsterdam (Netherlands)



Implementing and Managing Organisational Change

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Introduction

Welcome to the Advanced Course on Implementing and Managing Organizational Change. In today's rapidly evolving business landscape, organizations must adapt and transform to remain competitive. This course provides a comprehensive understanding of the principles and strategies essential for successfully implementing and managing organizational change. Participants will explore the latest advancements and best practices in change management, equipping them with the knowledge and skills to effectively lead change initiatives.

Course Objectives

- Understanding Organizational Change: Develop a deep understanding of organisational change management and its critical role in today's business environment. Explore the types and drivers of change and their impact on individuals and organizations.
- Change Management Models and Frameworks: Learn about various change management models and frameworks, including contemporary organisational change management methodologies. Discover how to assess readiness for change, develop change strategies, and create a robust change implementation and management plan.
- Leading Change: Build essential leadership skills to manage and drive change. Understand how to overcome resistance, foster employee engagement, and create a change-ready culture. Gain insights into effective communication techniques to encourage buy-in throughout the organization.
- Change Implementation Strategies: Explore advanced strategies for implementing organisational change. Learn about project management and implementation for change, resource allocation, risk assessment, and methods for tracking and evaluating change outcomes.
- Sustaining and Embedding Change: Learn strategies for sustaining change in the long term by embedding it within organizational culture and operations. Discover techniques for evaluating change effectiveness, supporting employees through transitions, and ensuring long-term change adoption.



Course Outlines

Day 1: Understanding Organizational Change

- Overview of organisational change management and its importance
- Types of change and change drivers
- The impact of change on individuals and organizations

Day 2: Change Management Models and Frameworks

- Modern change management models and methodologies
- Assessing organizational readiness for change
- Developing change strategies and detailed management plans

Day 3: Leading Change

- Essential leadership skills for managing change
- Techniques for overcoming resistance to change
- Effective communication strategies to engage stakeholders

Day 4: Change Implementation Strategies

- Project management for implementing change
- Resource allocation, risk assessment, and mitigation
- Measuring and monitoring change outcomes



Day 5: Sustaining and Embedding Change

- Long-term strategies for sustaining change
- Evaluating the effectiveness of change initiatives
- Supporting employees during transitions and embedding change in culture

Why Attend this Course: Wins & Losses!

- Gain a comprehensive understanding of implementing and managing organisational change.
- Learn how to develop a robust change implementation and management plan.
- Master project management and implementation techniques essential for driving change.
- Understand the importance of change management in an organisation and how it fosters growth.
- Discover the benefits of change management in an organisation, including improved efficiency and employee engagement.
- Acquire a recognized organisational change management certification to enhance your professional credentials.

Conclusion

By the end of this course, participants will understand the importance of change management in an organization and be able to develop and implement a robust change implementation and management plan. This course emphasizes project management and implementation skills that are essential for driving sustainable, effective change and highlights the benefits of change management in an organisation.

Get ready to lead your organization's transformation initiatives with confidence and create lasting impact!

