

Change Management Master

1 – 5 February 2027
Lisbon (Portugal)

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Ref: 3255449_203681 **Date:** 1 – 5 February 2027 **Location:** Lisbon (Portugal) **Fees:** 5200 GBP

Introduction

Organizations today operate in an environment defined by rapid transformation, competitive pressures, evolving customer expectations, and continuous technological disruption. As these shifts accelerate, the need for structured and effective change management becomes essential for maintaining performance, sustaining growth, and ensuring operational resilience. The Change Management Master program responds to this need by offering a comprehensive, practice-oriented pathway for leaders and professionals who wish to navigate change with confidence and strategic clarity.

This program is designed for executive managers, team leaders, department supervisors, project coordinators, and professionals who play an active role in organizational decision-making or are involved in implementing new systems, restructuring processes, or guiding teams through transitions. These individuals increasingly seek advanced methods, proven frameworks, and practical tools that help them reduce resistance, enhance alignment, and drive successful transformation initiatives.

The course delivers an integrated approach that combines strategic thinking with real-world application. Participants explore models of organizational change, learn how to diagnose challenges, assess readiness, manage stakeholders, communicate effectively, and design structured plans that support sustainable transformation. With a focus on building decision-making competence and leadership capability, the program equips learners with the skills required to guide organizations through both incremental improvements and large-scale transformations.

Course Objectives

By the end of the Change Management Master program, participants will be able to:

- Understand the foundations, principles, and dynamics of organizational change.
- Analyze the internal and external drivers that influence change initiatives.
- Evaluate organizational readiness and anticipate challenges before change begins.
- Design a structured, measurable, and scalable change management plan.
- Apply practical tools that help minimize resistance and enhance team engagement.
- Identify key stakeholders and develop effective strategies for communication and involvement.
- Assess risks associated with transformation projects and propose mitigation strategies.
- Utilize performance indicators to track progress and measure the effectiveness of change.
- Align organizational goals with transformation priorities to maximize long-term impact.
- Integrate best practices from global change management methodologies into daily operations.

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Course Outlines

Day One: Understanding Change and Its Foundational Concepts

- Overview of organizational change and its strategic significance.
- Types of change: structural, cultural, operational, and technological.
- Key elements driving organizational transformation.
- Understanding human responses and emotional reactions to change.
- Analyzing the link between organizational objectives and change initiatives.
- Identifying challenges that commonly hinder successful transformation.

Day Two: Frameworks, Models, and Structural Components of Change

- Review of major change management models used in organizations.
- How to select and adapt a model that suits organizational context.
- Elements of a structured change framework and their practical use.
- Understanding stakeholder roles in driving or resisting change.
- Building a clear governance structure for transformation projects.
- Mapping processes affected by change and assessing the implications.

Day Three: Practical Applications and Change Readiness Assessment

- Performing organizational readiness assessments and analysis.
- Identifying performance gaps and evaluating areas that require intervention.
- Applying practical tools to enhance team understanding of change.
- Designing operational workflows that support transformation efforts.
- Techniques for reducing resistance and improving collaboration.
- Case discussions demonstrating real-world applications of change initiatives.

Day Four: Communication, Risk Management, and Performance Monitoring

- Developing a communication plan tailored to different stakeholder groups.
- Methods for maintaining transparency throughout the change process.
- Identifying risks associated with organizational transformation.
- Tools for risk evaluation and the creation of mitigation plans.
- Performance indicators that help measure the impact of change.
- Linking performance outcomes to long-term organizational sustainability.

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A graphic illustration of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a gold pawn nearby. The background features concentric circles and a checkered pattern.

Day Five: Implementation Roadmap and Long-Term Integration

- Constructing a detailed and actionable implementation roadmap.
- Steps for transitioning from planning to operational execution.
- Evaluating early outcomes and adjusting strategies as needed.
- Consolidating new processes to ensure long-term adoption.
- Lessons learned from various industries and organizational contexts.
- Final review of core concepts, participant reflections, and strategic recommendations.

Why Attend This Course? Wins & Losses!

- Gain deep expertise in managing complex change initiatives.
- Improve leadership capability during periods of uncertainty.
- Build practical skills that enhance team alignment and reduce resistance.
- Strengthen organizational performance by applying structured methodologies.
- Enhance your ability to manage risks associated with transformation.
- Acquire tools that support long-term, sustainable improvements.
- Improve strategic decision-making across changing environments.
- Expand your professional competence with advanced change strategies.

Conclusion

Effective change management is no longer optional—it is a core capability that determines whether organizations can evolve, innovate, and remain competitive over time. The Change Management Master program provides a structured, comprehensive, and practical approach that empowers professionals to guide transformation with confidence and clarity. Through in-depth modules, real-world examples, and actionable tools, participants gain the knowledge and strategic insight needed to support meaningful and sustainable change.

The competencies developed throughout this program enable learners to anticipate challenges, engage stakeholders, manage risks, and measure results with precision. With a clear focus on alignment, communication, and structured planning, the program equips professionals to deliver impactful transformation initiatives that enhance organizational agility and long-term success.

A graphic of a chessboard with several pawns. In the foreground, a gold king piece stands prominently. Behind it, a silver pawn and a gold pawn are visible. The background shows concentric circles emanating from the center of the board.

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