

# Change Management and Transformation Leadership

3 – 7 May 2027  
Milan (Italy)

UK Traininig

# PARTNER



## Change Management and Transformation Leadership

**Ref:** 3255031\_329777 **Date:** 3 – 7 May 2027 **Location:** Milan (Italy) **Fees:** 5200 GBP

### Introduction

Organizational change is inevitable in today's dynamic business environment. Leading change effectively and guiding teams through transformation is a critical skill for modern leaders. This course is designed to provide participants with the frameworks, tools, and leadership practices required to lead successful change initiatives and manage transformation with confidence.

### Course Objectives

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

- Understand the dynamics and psychology of change.
- Apply change management frameworks such as Kotter's 8-Step Process and ADKAR.
- Develop effective communication strategies for leading transformation.
- Lead people through resistance and overcome obstacles to change.
- Design, implement, and sustain organizational change initiatives.

### Course Outline

#### Day 1: Foundations of Change Management

- The nature and impact of organizational change
- Drivers of change in the business environment
- Key principles and myths of change management
- Understanding change readiness and organizational culture
- The role of leadership in driving change

#### Day 2: Change Management Frameworks & Models

- Kotter's 8-Step Change Model
- Lewin's Change Model: Unfreeze - Change - Refreeze
- Prosci's ADKAR Model
- McKinsey 7-S Framework
- Selecting the right model for your organization

A graphic of a chessboard with several chess pieces (a king, a queen, and a pawn) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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### Day 3: Leading People Through Change

- Understanding resistance to change
- Emotional cycle of change and psychological transition
- Influencing and motivating stakeholders
- Building trust and resilience during transformation
- Coaching employees through uncertainty

### Day 4: Strategic Transformation & Execution

- Aligning change with strategic goals
- Developing change management plans
- Stakeholder mapping and engagement strategies
- Risk assessment and mitigation
- Monitoring progress and adjusting plans

### Day 5: Sustaining Change & Embedding New Culture

- Creating a culture of continuous improvement
- Measuring change success and KPIs
- Institutionalizing change in processes and behavior
- Celebrating wins and recognizing contributions
- Action planning and personal leadership commitment

### Why Attend This Course: Benefits

Attending this course offers a valuable opportunity for anyone looking to develop strong leadership skills and create meaningful impact within their organization. Through this program, you will gain a deep understanding of the mechanics of change and learn how to manage resistance effectively. You will be equipped with world-class best practices and strategies in change management, enabling you to lead your team with confidence, achieve sustainable results, and foster a culture of trust and collaboration. Developing these skills not only helps you meet organizational goals but also supports your personal growth as a leader who can adapt, inspire, and drive continuous improvement in a rapidly evolving business landscape.

### Conclusion

At the end of this course, participants will be fully equipped with practical tools and insights to design and lead successful change initiatives. Each participant will develop a personalized action plan that reflects their commitment to driving sustainable change within their organization. The ability to lead change is no longer a supplementary skill — it is an essential capability for any leader striving to achieve success and growth in today's fast-paced and constantly evolving business environment.

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