

Change Management for Leaders & Managers

Madrid (Spain)

20 - 24 October 2025

UK Training

PARTNER



Change Management for Leaders & Managers

Code: LM28 From: 20 - 24 October 2025 City: Madrid (Spain) Fees: 4400 Pound

Introduction

This Change Management course for leaders is designed to equip professionals with the essential skills and knowledge necessary to navigate and lead organizational change effectively. Change is inevitable, but how an organization manages it determines whether it leads to growth or disruption. Throughout this course, participants will explore how to define and understand change, identify its impact on individuals and teams, and develop strategies to support and motivate people through transitions. By learning how to implement effective change management strategies, leaders will be able to lead their teams through challenges with confidence.

We will cover the planning and execution of change initiatives, effective communication strategies, and the crucial role that leadership plays in driving successful change. Additionally, you will gain an understanding of the eight-stage model of change, which you can apply to ensure a smooth and impactful transformation in your organization.

This course is especially beneficial for those looking to enhance their change management skills for leaders and gain certification in this area. Whether you're managing a small team or overseeing large-scale changes, this training is key to mastering best practices for change management.

Course Objectives

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

- Define change and understand its significance in organizational settings.
- Assess the impact of change on both individuals and teams, helping leaders better manage resistance and stress.
- Develop effective strategies for change management, including supporting and motivating people through transitions.
- Learn how to plan and implement change effectively in various organizational contexts.
- Build an effective communication plan for change management, ensuring messages are tailored for each audience.
- Understand the pivotal role of leadership in leading change, including insights into authentic leadership.
- Apply the eight-stage model for successful change management, and leverage it to manage change initiatives smoothly.
- Leverage the business case for change management to engage stakeholders and justify change initiatives.

Course Outlines

Day 1: What is Change?

- Understanding organizational change and its importance.
- Why manage change? Why is change essential to the organization?

A graphic of a chessboard with several pawns. In the foreground, a large gold king piece stands prominently. Behind it, several silver and gold pawns are positioned on the board. The background features a series of concentric circles, suggesting a strategic or leadership theme.

UK Training
PARTNER

- Exploring the who's who of change and their roles.
- Components of Change: Key drivers, dimensions, and implications of change on organizations.
- Risk implications of organizational change.

Day 2: People and Change

- Understanding the human element: Causes of stress and impact on teams.
- How to mobilize people and involve them in the change process.
- Understanding Transitions:
 - The three-step model.
 - The transition model.
 - The change curve and how individuals experience change.

Day 3: Planning Change

- Exploring levels of change within the organization.
- Approaches to change: How to manage various types of change.
- Identifying and resourcing change initiatives effectively.
- Developing a change management plan that integrates strategy with resources.

Day 4: Communicating Change

- The key to successful change: Communicate, communicate, communicate!
- Understanding the gap between the message and the messenger.
- How to choose the right messengers for effective delivery.
- Tailoring the messages to suit the audience and ensure understanding and engagement.

Day 5: Leading Change

- The role of the leader in implementing change.
- The big picture: Aligning change with organizational strategy.
- Applying the eight-stage model to ensure structured and sustained change.
- The importance of authentic leadership in change management.
- Leaders listen: Why it's essential for leaders to engage with their teams and listen to concerns during transitions.

Why Attend this Course? Wins & Losses!

- Develop advanced change management skills for leaders and managers to guide organizations through periods of change.
- Learn best practices for change management that have been proven to increase efficiency and success during transitions.
- Gain practical tools and frameworks, including the eight-stage model for change, to apply directly to IT projects and other organizational changes.
- Master how to create an effective communication plan for change management, ensuring all stakeholders are informed and aligned.
- Enhance your ability to communicate and lead change management activities for training, helping your team adapt smoothly to new ways of working.
- Earn a change management certification that can be a significant boost to your professional profile and

UK Training
PARTNER



career.

Conclusion

This Change Management for Leaders course is essential for anyone in a leadership role who wants to improve their ability to manage and lead organizational change effectively. Whether you're overseeing small-scale initiatives or large transformational changes, this training will equip you with the strategies for change management necessary to drive positive outcomes. With a focus on practical application, effective communication, and leadership, you will walk away ready to implement successful changes in your organization.

Don't miss this opportunity to master change management techniques, earn certification, and lead your organization to success during its next transformation!

A graphic of a chessboard with several chess pieces (a king, a queen, and a pawn) in gold and silver. The board is set against a background of concentric circles.

UK Training
PARTNER

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

ASIA



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training
PARTNER

Blackbird Training Cities

AFRICA



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFAS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

