

Change Management for Leaders & Managers:  
Strategies for Successful Transformation

*Berlin (Germany)*

*16 - 27 December 2024*

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# Change Management for Leaders & Managers: Strategies for Successful Transformation

Code: LM28 From: 16 - 27 December 2024 City: Berlin (Germany) Fees: 7500 Pound

## Introduction

Change is a constant in today's dynamic business environment, and the ability to effectively manage change is a critical skill for leaders and managers. This comprehensive 10-day course is designed to equip leaders and managers with the tools, strategies, and insights needed to lead successful organizational transformations. Through a combination of theoretical frameworks, practical case studies, interactive workshops, and real-world examples, participants will develop a deep understanding of change management and its application in diverse business contexts.

## Course Objectives

- To introduce leaders and managers to the principles and importance of change management.
- To provide a comprehensive understanding of change management models and methodologies.
- To equip participants with the skills to effectively plan, lead, and communicate during periods of change.
- To enhance participants' ability to address resistance, overcome challenges, and achieve buy-in from stakeholders.
- To enable participants to create a positive organizational culture that embraces change and innovation.
- To foster leadership skills that contribute to successful change initiatives and long-term business success.

## Course Outlines

### Day 1

#### Introduction to Change Management

- Understanding the dynamics of change in organizations
- Importance of change management for business success
- Role of leaders and managers in guiding organizational change

### Day 2

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the right side of the board.

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## Change Management Models and Frameworks

- Overview of popular change management models e.g., Kotter's 8-Step Model, ADKAR
- Analyzing the strengths and limitations of different models
- Choosing the right framework for specific change initiatives

## Day 3

### Assessing Change Readiness and Impact

- Conducting change readiness assessments
- Identifying potential obstacles and sources of resistance
- Assessing the impact of change on various stakeholders

## Day 4

### Crafting Change Strategies

- Defining clear change objectives and outcomes
- Developing a change communication plan
- Creating a compelling vision for the desired future state

## Day 5

### Leading Change Communication

- Effective communication techniques for different stages of change
- Engaging and involving employees through transparent communication
- Addressing common communication challenges and misconceptions

## Day 6

### Managing Resistance and Building Support

- Understanding the psychology of resistance to change
- Strategies to address resistance and build support among employees
- Involving key stakeholders and change champions

## Day 7

### Implementing and Monitoring Change

- Planning and executing change initiatives
- Monitoring progress and evaluating change effectiveness
- Making necessary adjustments based on feedback and outcomes

## Day 8

## Organizational Culture and Change

- Impact of organizational culture on change management
- Shaping a culture that embraces innovation and adaptation
- Fostering a change-ready mindset among employees

## Day 9

### Sustaining Change and Overcoming Challenges

- Strategies for ensuring the long-term success of change initiatives
- Dealing with setbacks and unexpected challenges
- Learning from failures and applying lessons to future changes

## Day 10

### Leading Change as a Continuous Process

- Integrating change management into strategic planning
- Developing leadership skills for ongoing change leadership
- Establishing a culture of continuous improvement and agility

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