

Change Management for Leaders & Managers: Strategies for Successful Transformation

Dubai (UAE) - VOCO Dubai

24 November - 5 December 2024

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The background of the entire page features a grayscale image of a chessboard. In the foreground, a large gold king piece and a silver pawn piece are prominently displayed. To their left, another silver pawn piece is visible. In the far background, another gold piece is partially visible. The chessboard has a checkered pattern of light and dark squares. Overlaid on the chessboard are several concentric, light gray circles that radiate from the center, creating a sense of depth and focus.

Change Management for Leaders & Managers: Strategies for Successful Transformation

code: LM28 From: 24 November - 5 December 2024 Venue: Dubai (UAE) - VOCO Dubai Fees: 7000 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 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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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

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER'.

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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