

Change Management for Leaders & Managers:
Strategies for Successful Transformation

Cape Town (South Africa)

14 - 25 July 2025

UK Training

PARTNER



Change Management for Leaders & Managers: Strategies for Successful Transformation

Code: LM28 From: 14 - 25 July 2025 City: Cape Town (South Africa) Fees: 6600 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. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

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 king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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

Blackbird Training Cities

Europe



Podgorica (Montenegro)



Stockholm (Sweden)



Lyon (France)



Birmingham (UK)



Copenhagen (Denmark)



Bordeaux (France)



Annecy (France)



Oslo (Norway)



Edinburgh (UK)



Glasgow (Scotland)



Sarajevo (Bosnia and Herzegovina)



Málaga (Spain)



London (UK)



Istanbul (Turkey)



Amsterdam (Netherlands)



Düsseldorf (Germany)



Paris (France)



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)

USA & Canada



Los Angeles (USA)



Florida (USA)



Online



Boston (USA)



Washington (USA)



Miami (USA)



New York (USA)



Malta (Malta)



Toronto (Canada)



Blackbird Training Cities

Asia



Baku (Azerbaijan)



Maldives (Maldives)



Manila (Philippines)



Bali (Indonesia)



Bangkok (Thailand)



Beijing (China)



Moscow (Russia)
(Malaysia)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Dubai (UAE)



Kuala Lumpur



Jakarta (Indonesia)

Africa



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Marocco)



Nairobi (Kenya)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Agile
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 Refinement

Technical Courses

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



BLACKBIRD
FOR 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

