

Change Management for Leaders & Managers

Kigali (Rwanda)

9 - 13 March 2025

UK Training

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Change Management for Leaders & Managers

Code: LM28 From: 9 - 13 March 2025 City: Kigali (Rwanda) Fees: 3300 Pound

Introduction

This Change Management course is designed to equip participants with the essential skills and knowledge to navigate and lead organizational change effectively. Throughout the course, you will learn to define and understand change, identify its impact on individuals and teams, and develop strategies to support and motivate people through transitions. We will cover the planning and implementation of change initiatives, effective communication strategies, and the crucial role of leadership in driving successful change. By the end of the course, you will be able to apply the eight-stage model of change to ensure a smooth and impactful transformation within your organization.

Course Objective

- Define change and its concept.
- Understand the reasons for change and its importance.
- Assess the impact of change on individuals and teams.
- Develop strategies to motivate and support people.
- Plan and implement change effectively.
- Communicate change effectively.
- Understand the leader's role in leading change.
- Apply the eight-stage model for successful change.

Course Outlines

Day 1

What is Change?

- What is organizational change?
- Why manage change?
- Why change?
- The who's who of change.

Components of Change

- Drivers of change.
- Dimensions of change.
- Implications for risk.

Day 2

People and Change

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.

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- Understanding people.
- Causes of stress.
- Impact on teams.
- Mobilizing people.

Understanding Transitions

- The three-step model.
- The transition model.
- The change curve.

Day 3

Planning Change

- Levels of change.
- Approaches to change.
- Resourcing change.

Day 4

Communicating Change

- Communicate, communicate, communicate!
- Mind the gap.
- Choosing the messengers.
- Understanding the audiences.
- Tailoring the messages.

Day 5

Leading Change

- Role of the leader.
- The big picture.
- Eight-stage model.
- The place of authentic leadership.
- Leaders listen.

Making Change Work

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