

Change Management for Leaders & Managers:
Strategies for Successful Transformation

Vienna (Austria)

21 - 25 October 2024

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Change Management for Leaders & Managers: Strategies for Successful Transformation

Code: LM28 From: 21 - 25 October 2024 City: Vienna (Austria) Fees: 4400 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 5-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

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

Course Outline

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

- 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

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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

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