



Consulting and Training | Reach New Heights

Course Name

Leading and Managing Change

Sector Name

Management And Leadership

Document Type

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Leading and Managing Change

Course Introduction

Change brings instability, and effective leaders provide consistency and vision during these transitional times. While management is geared toward addressing systems and processes, leadership works with the humans executing the process to work through their difficulties and leverage their strengths.

This training course is designed to provide participants with the key concepts and techniques that leaders and managers should consider to effectively manage change in their organization. This course will cover topics such as typology of organizational change, change agents and transformation, models and strategies for managing and leading change, and key factors in making organizational change happen.

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Leading and Managing Change

Target Audience

- ✓ Change Management Professionals
- ✓ HR Managers and Organizational Development Specialists
- ✓ Team Leaders and Managers Leading Change Initiatives
- ✓ Business Consultants Specializing in Organizational Transformation
- ✓ Project Managers Managing Change-Heavy Projects
- ✓ Corporate Trainers and Coaches Focused on Change Management
- ✓ Communication Specialists Crafting Change Communication Plans
- ✓ Risk Management Professionals Addressing Change-Related Risks
- ✓ Executives and Decision-Makers Leading Cultural Transformations
- ✓ Leaders of Mergers, Acquisitions, or Restructuring Initiatives
- ✓ Employee Engagement Specialists
- ✓ Professionals Working in Organizational Psychology or Behavioral Science
- ✓ Professionals in Agile and Lean Transformation Roles

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Learning Objectives

- ✓ Gain a comprehensive understanding of the leadership and management perspective on 'change.'
- ✓ Effectively manage resistance to change and recognize the strong emotions associated with it
- ✓ Analyse change and develop strategies and plans for the organisation to deal with it
- ✓ Design communication strategies to accelerate change
- ✓ Develop insight into corporate cultures and how they influence change initiatives

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Leading and Managing Change

Course Outline

✓ 01 Day One

Managing resistance to change

- ✓ People and change
- ✓ Why people resist change
- ✓ Forms of resistance and how to deal with them
- ✓ Individual factors versus group factors
- ✓ The stages people go through when resisting change
- ✓ The 'SARAH' model
- ✓ Managing the transition stage
- ✓ Managing resistance and emotions
- ✓ Risks associated with change
- ✓ Identifying and managing risks
- ✓ Risk-impact probability chart

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Course Outline

✓ 02 Day Two

Communicating change

- ✓ The importance of communicating change
- ✓ What people want to hear and what they need to see
- ✓ Elements of a change communication plan
- ✓ Dos and don'ts when communicating change

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Course Outline

✓ 03 Day Three

Key factors in making organizational change happen

- ✓ Understanding organizational and corporate cultures
- ✓ Components of a company culture
- ✓ Forms of cultural change in an organization
- ✓ Common mistakes when transforming company culture
- ✓ 20 steps to sustain change in a company culture

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Feb. 1, 2027	Feb. 3, 2027	3 days	3250.00 \$	UAE , Dubai
Oct. 5, 2026	Oct. 7, 2026	3 days	4950.00 \$	USA , Texas
May 3, 2027	May 5, 2027	3 days	3250.00 \$	UAE , Dubai
Sept. 7, 2026	Sept. 9, 2026	3 days	3250.00 \$	UAE , Abu Dhabi

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