

Course Name

Change Management: Leading Successful Change

Sector Name

Management And Leadership

Document Type

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Change Management: Leading Successful Change

Course Introduction

The Change Management: Leading Successful Change course is designed to help professionals understand how to lead, manage, and implement organizational change effectively in today's rapidly evolving business environment. Successful change management is essential for organizations adapting to digital transformation, restructuring, process improvement, and market shifts.

This course focuses on the fundamentals of change management strategies, including planning, communication, leadership alignment, stakeholder engagement, and organizational transformation. Participants will learn how to guide teams and organizations through change initiatives while minimizing resistance and maintaining operational stability.

The program also covers important concepts such as change leadership, employee engagement, organizational culture, resistance management, and communication planning. Learners will understand how leaders influence change adoption and how effective communication supports successful transformation initiatives.

A major focus of the course is managing the human side of change. Participants will explore techniques for building trust, improving collaboration, handling uncertainty, and increasing employee commitment during periods of organizational transition.

In addition, the course introduces popular change management frameworks and models used globally to support structured transformation processes. Learners will study how organizations implement strategic change, digital transformation, process improvement, and operational restructuring projects successfully.

This course is ideal for managers, team leaders, HR professionals, project managers, consultants, and individuals involved in organizational development and transformation initiatives.

By completing this course, participants will gain the practical skills needed to lead change initiatives confidently, improve employee adaptation, reduce organizational resistance, and support sustainable business transformation and long-term organizational success.

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Target Audience

- ✓ Executives
- ✓ Directors
- ✓ Change Leaders
- ✓ Senior Managers and Managers
- ✓ HR Professionals
- ✓ Organizational Development Specialists
- ✓ Project Managers
- ✓ Those who are seeking to enhance their ability to lead transformational change within their organizations.

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Learning Objectives

- ✓ Explore what is change and why do some organizations fail in change management.
- ✓ Discover the different responses to change and how to handle them.
- ✓ Recognize the effect of Resistance to change and how to manage it properly
- ✓ Understand why people are afraid of change and use behavioural techniques to overcome potential resistance.
- ✓ Plan stages of a change process and increase the likelihood of success by adhering to proven principles of change management.
- ✓ Adopt proper attitude towards change by getting familiarized to famous Change Theories
- ✓ Discover practical tools for creating & maintaining Positive Mindset
- ✓ Identify ambiguity in the business and adapt this to agility.

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Course Outline

✓ 01 Day One

Why Change

- ✓ What's changed, and why is it important nowadays to embrace change?
- ✓ Why do organizations fail in implementing change?
- ✓ What are the various types of change?
- ✓ What are the various phases of growth?
- ✓ What's the Change impact on organizations?
- ✓ Some changes in different Sectors
- ✓ Why Change Initiatives Fail?
- ✓ Commonly Cited Reasons for Failure
- ✓ Perceptions of Change.

How Change affects people

- ✓ How do people respond to change?
- ✓ What goes through people's minds when they are confronted with change in different stages?
- ✓ How ideas spread, and what does this mean for change management?
- ✓ Kübler-Ross' change curve



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Course Outline

✓ 02 Day Two

Forces of Change

- ✓ External Forces
 - ✓ Technology
 - ✓ Competition
 - ✓ Economic Shock
 - ✓ Social Trends
 - ✓ World Politics
- ✓ Internal Forces
 - ✓ Nature of Workforce
 - ✓ A new vision and strategy
 - ✓ Performance Failures
 - ✓ Employee Dissatisfaction
 - ✓ New Ideas challenging the organizational status quo

Change Management

- ✓ Project Management Processes and Change Management Processes Relationship
- ✓ Early Change Management Models
- ✓ Managing the Inevitable
- ✓ Change Leadership
- ✓ Beyond Change Management

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Course Outline

✓ 03 Day Three

How Organizational Change Works

- ✓ Kotter's 8 steps Change Model Vs ADKAR model
- ✓ Lewin's Change Management Model
- ✓ What are the common problems when managing changes that if neglected can seriously impact the change process?

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Course Outline

✓ 04 Day Four

Agility & flexibility

- ✓ Knowing what agility is and why it is important
- ✓ Agility components
- ✓ Incorporating agility into weekly managerial practices
- ✓ Understanding the difference between change management and agility
- ✓ Creating an agile workplace environment

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Course Outline

✓ 05 Day Five

Leading Change & Managing Resistance

- ✓ Leading v/s Managing Change
- ✓ Understanding the VUCA world Concept
- ✓ How to include employees in change, and avoid resistance
- ✓ Impact on systems, structures, and policies
- ✓ How to Communicate Change

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 3, 2027	May 7, 2027	5 days	4250.00 \$	UAE , Dubai
May 24, 2027	May 28, 2027	5 days	4950.00 \$	England , London
Feb. 1, 2027	Feb. 5, 2027	5 days	4250.00 \$	UAE , Dubai
Dec. 14, 2026	Dec. 18, 2026	5 days	4250.00 \$	UAE , Dubai
July 11, 2027	July 15, 2027	5 days	4250.00 \$	KSA , Riyadh
Dec. 13, 2026	Dec. 17, 2026	5 days	2150.00 \$	Virtual , Online

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