



Consulting and Training | Reach New Heights

Course Name

Adaptability and Change Mindset

Sector Name

Interpersonal Skills and Self Development

Document Type

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Adaptability and Change Mindset

Course Introduction

This training program is designed to equip participants with the skills and knowledge necessary to navigate and thrive in the face of change.

Participants will explore the change management process, learn about various models and strategies for leading change, and understand the psychological impact of change on individuals and teams.

By the end of this program, participants will be well-prepared to lead their organizations through change with confidence and resilience.

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Target Audience

Managers, team leads, HR professionals, and employees at all levels who are looking to build resilience and enhance their ability to navigate organizational change and adapt to evolving business environments.

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Learning Objectives

- ✓ Grasp the necessity of embracing change in today's business landscape.
- ✓ Identify the various types of change and the forces driving them.
- ✓ Comprehend the impact of change on organizations and individuals.
- ✓ Go beyond basic change management concepts to manage inevitable changes effectively.
- ✓ Identify different change management models, including Kotter's 8 Steps, ADKAR, and Lewin's Change Management Model.
- ✓ Understand personal responsibilities in change management and identify common problems that can impact the change process.
- ✓ Differentiate between leading and managing change.
- ✓ Recognize the impact of change on systems, structures, and policies.
- ✓ Understand how to support and implement change initiatives effectively, incorporating agility into managerial practices.
- ✓ Promote and sustain change initiatives within business units or organizations.
- ✓ Understand the importance of agility and how to develop a mindset open to change.
- ✓ Utilize and deploy new methods and processes in the line of work.
- ✓ Differentiate between creativity and innovation and evaluate personal creative abilities.

- ✓ Eliminate obstacles to creativity and use techniques to boost creative thinking.
- ✓ Communicate change effectively and engage employees during transitions.
- ✓ Implement an agile mindset within team members and encourage innovation and collaboration.
- ✓ Balance priorities and team capabilities while leading by example.
- ✓ Deal with individuals who struggle with change.

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Adaptability and Change Mindset

Course Outline

✓ DAY 01

Why to Change?

- ✓ What's Change and why it's important nowadays to embrace change?
- ✓ Why do organizations fail in implementing change?
- ✓ What are various types of change?
- ✓ What are the forces of change?
- ✓ What's the Change impact on organizations?
- ✓ How Change affects people?
- ✓ Case Studies.

Change Management:

- ✓ Identifying Project Management Processes and Change Management Processes Relationship.
- ✓ Beyond Change Management.
- ✓ Managing the Inevitable.

Change Management Models.

- ✓ Kotter's 8 steps Change Model Vs ADKAR model
- ✓ Lewin's Change Management Model
- ✓ What are your personal responsibilities in change management?

- ✓ What are the common problems when managing changes that if neglected can seriously impact the change process?

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Course Outline

✓ Day 02

Leading Change & Managing Resistance:

- ✓ Leading v/s Managing Change.
- ✓ Understanding the VUCA world Concept.
- ✓ Impact on systems, structures and policies.
- ✓ Talking action to support and implement change initiatives effectively.
- ✓ Incorporating agility into weekly managerial practices.
- ✓ How to actively promote change initiatives in your business unit or organization?
- ✓ Sustaining change.
- ✓ Practical application.

Adapting to Change:

- ✓ Knowing what agility is and why it is important.
- ✓ How to have the required mindset to accept change openly and willingly by using agility?
- ✓ How to anticipate the need for change whenever is needed?
- ✓ How to modify current processes and methods once needed?
- ✓ How to be open to utilize and deploy new methods and processes in the line of work?
- ✓ How to act as a change advocate?
- ✓ Practical application.

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Adaptability and Change Mindset

Course Outline

✓ Day 03

Adopting to new situations with innovation:

- ✓ The difference between creativity and innovation.
- ✓ Evaluating your own creative ability and potential with Your Thinking Profile.
- ✓ Eliminating obstacles to creativity.
- ✓ Exercises and techniques to boost your creative juices.
- ✓ How to use creativity to adopt to new situations? (Best practices).
- ✓ Persuading others to adopt your creative ideas towards change.
- ✓ Role-playing activity.

Unlocking agility with your team:

- ✓ What would happen if you take risks?
- ✓ How to include employees in change?
- ✓ How to communicate Change?
- ✓ How to engage employees during change.
- ✓ How to implement an agile mindset within your team members?
- ✓ How to encourage innovation and collaboration.
- ✓ How to apply "Lead by example"?
- ✓ Balancing priorities and team capabilities.
- ✓ Coaching the team to adjust cadences based on situational awareness.
- ✓ Applying Agile Earned Value Measurement (EVM)

- ✓ Dealing with some people who struggle with change.
- ✓ What is “Lead by example” and why is it important?
- ✓ Practicing techniques to help colleagues with change.
- ✓ Role-playing Activity.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
July 25, 2027	July 27, 2027	3 days	3250.00 \$	KSA , Riyadh
March 15, 2027	March 17, 2027	3 days	3250.00 \$	UAE , Abu Dhabi
May 24, 2027	May 26, 2027	3 days	3250.00 \$	UAE , Dubai
Oct. 12, 2026	Oct. 14, 2026	3 days	4950.00 \$	switzerland , Geneva
Sept. 20, 2026	Sept. 24, 2026	5 days	4250.00 \$	KSA , Riyadh

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