

€ TRAINING

Leading Change and Organizational
Renewal





Leading Change and Organizational Renewal

Introduction:

This training program offers a comprehensive exploration of the principles and practices essential for effectively leading change and driving organizational renewal. Through it, participants will gain insights into change management strategies, the psychology of change, and the skills needed to foster a culture of innovation and adaptability within their organizations.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the dynamics of change and its impact on organizations.
- Develop and implement effective change management strategies.
- Foster a culture of innovation and continuous improvement.
- Lead and motivate teams through periods of change and uncertainty.
- Measure and evaluate the success of change initiatives.

Targeted Audience:

- Change Leaders and Managers.
- Organizational Development Professionals.
- HR Managers and Team Leaders.
- Executives and Senior Managers.
- Professionals interested in enhancing their change leadership skills.

Program Outline:

Unit 1:

Understanding Change in Organizations:

- The nature and types of organizational change.
- Theories of change management and their application.

- The role of leadership in driving change.
- Assessing the readiness for change within the organization.

Unit 2:

Change Management Strategies:

- How to develop a change management framework.
- Communicating change effectively to stakeholders.
- Importance of engaging employees in the change process.
- Tools and techniques for managing resistance to change.
- Creating a change management plan with actionable steps.

Unit 3:

Building a Culture of Innovation:

- Understanding the importance of innovation in organizational renewal.
- Strategies to foster creative thinking and problem-solving.
- Encouraging collaboration and knowledge sharing among teams.
- Implementing practices that support continuous improvement.
- Evaluating the impact of innovation initiatives on organizational performance.

Unit 4:

Leading Teams Through Change:

- Techniques for motivating and inspiring teams during change.
- Building trust and resilience within teams.
- Addressing team dynamics and potential conflicts during transitions.
- Providing support and resources for team members.
- Leading by example: embodying change as a leader.

Unit 5:

Measuring Change Success and Sustainability:

- Defining success metrics for change initiatives.
- Tools for evaluating the effectiveness of change management efforts.
- Strategies for sustaining change in the long term.
- Conducting post-implementation reviews and feedback sessions.
- Preparing for future changes and maintaining organizational agility.