€TRAINING

Strategic Change Management for HR Professionals

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Introduction:

This training program is specifically designed to empower HR leaders and professionals to effectively manage and facilitate organizational change. It focuses on applying strategic thinking to the unique challenges of change management within the human resources function.

Program Objectives:

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

- Understand the strategic role of HR in driving organizational change.

- Apply change management theories and models within an HR context.

- Develop strategies to effectively communicate and implement change.

- Identify and manage the human factors that affect change outcomes.

- Measure and evaluate the impact of change initiatives on organizational performance.

Targeted Audience:

- HR executives and managers.

- Organizational development professionals.

- Change management specialists within HR departments.

- HR consultants focused on transformation and change.

- Leaders involved in overseeing HR-driven change initiatives.

Program Outline:

Unit 1:

Strategic Role of HR in Change Management:

- Overview of strategic change management and HR's role.

- Aligning HR strategies with broader organizational change goals.

- Leveraging HR as a catalyst for change within the organization.

- Identifying and preparing for the challenges specific to HR-driven changes.

Unit 2:

Change Theories and Models for HR:

- Review of key change management theories relevant to HR.

- Steps for Application of models like ADKAR and Kotter⬚s 8-Step Change Model in HR scenarios.

- Customizing change management approaches to fit organizational culture and needs.

- Strategies for sustaining change through HR practices.

Unit 3:

Communication and Implementation Strategies:

- Effective communication techniques during organizational change.

- Approaches for Planning and executing HR-led change initiatives.

- Engaging and supporting employees through the change process.

- Overcoming resistance to change through strategic HR interventions.

Unit 4:

Managing Human Factors in Change:

- Understanding the psychological impact of change on employees.

- Techniques for managing stress, anxiety, and uncertainty among staff.

- Building resilience and adaptability in the workforce.

- Role of leadership in modeling change adoption.

Unit 5:

Evaluating Change Impact and HR Effectiveness:

- Metrics and KPIs to assess the effectiveness of change initiatives.

- Tools for monitoring, measuring, and reporting change progress.

- Continuous improvement in HR change management practices.

- Case studies on successful HR-led change initiatives.