€TRAINING

ILM Endorsed Leading and Managing Change

2 - 6 March 2025
Dubai (UAE)

ILM Endorsed Leading and Managing Change

REF: M2093 DATE: 2 - 6 March 2025 Venue: Dubai (UAE) - Fee: 4400 Euro

Introduction:

The "ILM Endorsed Leading and Managing Change" training program is the perfect venue for introducing change and change management to participants and the organizations they represent. Participants will gain a lot from a course created to offer insightful information on what has become a legitimate concern for all companies.

Program Objectives:

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

- Give an explanation of the leadership and management approach to "change."

- Analyze change and create plans and strategies to deal with it.

- Control your aversion to change and your awareness of the intense feelings it brings on

- Discuss and create communication plans to speed up transformation.

- Gain an understanding of organizational cultures and how they affect endeavors to bring about change.

Targeted Audience:

- Executives and Senior Managers responsible for leading organizational change initiatives.

- Mid-level Managers aspiring to enhance their change management skills.

- Team Leaders and Supervisors involved in implementing organizational changes.

- Human Resource Professionals seeking to support organizational change efforts.

- Employees interested in earning an ILM endorsement and mastering leading and managing change techniques.

Program Outline:

Unit 1:

Understanding Planning and Managing Change:

- Change and change management.

- Defining organizational change ans Nature of organizational change.

- Reasons and challenges.

- Typology of organizational change: Adaptive, Innovative, Radical.

- Diagnosing the intensity of change and the change equation.

- The importance of frameworks and the connectivity of change.

- Change agents and transformation: Types of change agents and competencies.

Unit 2:

Models and Strategies for Managing and Leading Change:

- Leadership and organizational change.

- Management adaptation to change situations.

- Evaluating the need for change.

- Preparing and planning for change.

- Kotter's eight-step model.

Unit 3:

Managing Resistance to Change:

- People and change: Why do people resist change.

- Forms of resistance and how to deal with them.

- Individual factors versus group factors.

- Stages people go through when resisting change: The 'SARAH' model.

- Managing the transition stage and managing resistance and emotions.

- Risks associated with change: Identifying and managing risks, Risk-impact probability chart.

Unit 4:

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.

Unit 5:

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 to a company culture.