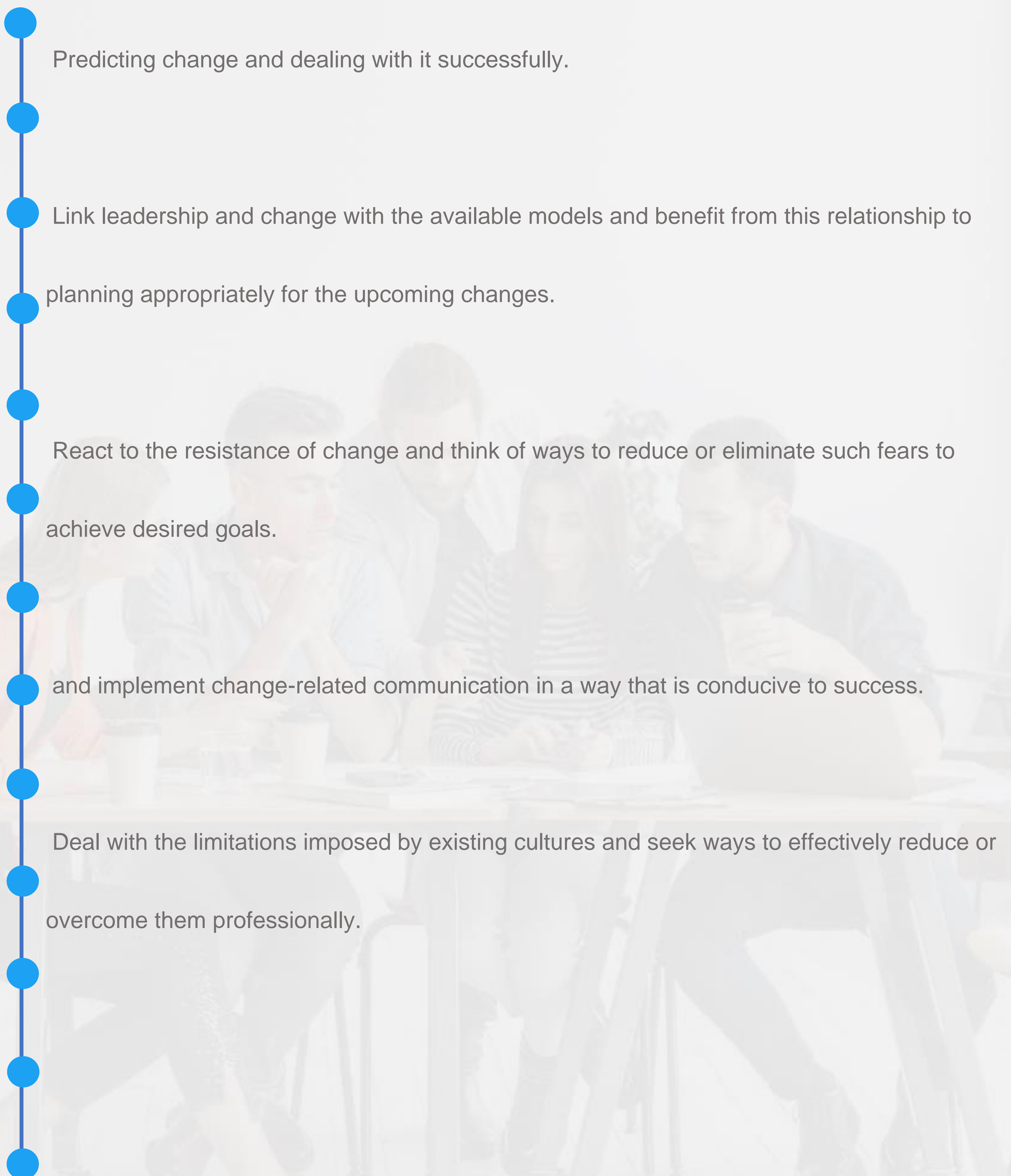


Change Management

Change management constitutes a basis in the mechanism of dealing with these circumstances, and it is an inevitable method for facing all unexpected problems that appear as a result of various negative changes. Change management is one of the most important responsibilities of strategic leadership, which must study changes, to develop strategies and plans to introduce them into the world of various business organizations. Leadership must study the importance and motives of resisting change, and by any means that can be confronted!

This course will cover the concept and management of change for organizations and their employees. It is worth noting that participants from any organization experiencing any form of change, minor or major, can benefit greatly from this course. This course provides a comprehensive idea in depth on that important management concept.

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- Predicting change and dealing with it successfully.
 - Link leadership and change with the available models and benefit from this relationship to planning appropriately for the upcoming changes.
 - React to the resistance of change and think of ways to reduce or eliminate such fears to achieve desired goals.
 - and implement change-related communication in a way that is conducive to success.
 - Deal with the limitations imposed by existing cultures and seek ways to effectively reduce or overcome them professionally.



Objectives



Who should attend

Change Management course is ideal for:

All Managers and Leaders

All Human Resource (HR) Personnel

Leaders & Supervisors who need to take charge of conflicts or difficult situations

Junior / Middle Managers new to their role



Day 1

Understanding, planning and managing change

- Definition of change and change management
- Reasons and challenges
- Classification of organizational change:
- Diagnosing change change formula
- The importance of organizational frameworks for change



Day 2

The best change management & leadership models and strategies

- Leadership in organizational change
- Administrative adaptation to situations of change
- A needs assessment for a change
- Preparing and planning for change
- Kotter's 8 - Steps Change Model



Day 3

Understanding and coping with resistance to change

- Individuals and organizational change
- Stages of individual adaptation to organizational change
- Model (SARAH)
- Managing the risks associated with organizational change
- Identify, Assess and Control Hazards



Day 4

Change Communication Plan

- The importance of developing a Change communication plan
- What people want to hear and what they need to see
- Components of an effective plan for announcing and communicating about change
- What is and is not permissible during change communication



Day 5

The main factors that cause an organizational change

- Understand change from the perspective of the corporate culture
- Components of company and institutions culture
- Types of cultural change in institutions and companies
- Common mistakes in dealing with changing the current culture
- 20 steps to support change in company culture