PARTNERS IN KNOWLEDGE UK LTD
Suite No. 129
295 Chiswick High Road
LONDON W4 4HH



Organisational Change

PIK738-0127 DZ-O-1

PARTNERS IN KNOWLEDGE UK LTD
Suite No. 129
295 Chiswick High Road
LONDON W4 4HH

Place	: Oran	**Venue**	: Liberty Hotel (Résidence Le Jasmin, Zone des sièges, Oran, ALGERIA) - TBC		
Start Date	: 31-01-2027	**End Date**	: 04-02-2027	**PPP**	: £3550

Organisational Change

PIK738-0127 DZ-O-1

If you can't train them, you can't blame them!

Short Description:

PROGRAM OVERVIEW The "Leading and Managing Change" training program offers a thorough exploration of the principles and practices essential for navigating organisational change. It is structured to provide participants with both theoretical frameworks and practical strategies that empower them to effectively lead change initiatives. By examining key concepts in change management, participants are equipped with the necessary knowledge to understand the dynamics of change within their organisations. This foundational understanding is critical for leaders who seek to implement successful change processes. In addition to theoretical insights, the program emphasises the importance of managing resistance and fostering a culture of innovation. Participants engage in practical exercises that allow them to apply the skills learned in real-world scenarios, enhancing their ability to address challenges and resistance that may arise during change initiatives. By promoting an innovative organisational culture, leaders can encourage adaptability and continuous improvement, ensuring that their organisations thrive in an ever-evolving landscape.

Course Overview:

PROGRAM OBJECTIVES

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

- Understand the business drivers for change and identify the best timing for implementing changes.
- Prepare the organisation effectively for change initiatives.
- Comprehend the psychology of change, including what motivates people and how to manage their reactions.
- Address both corporate and national cultural aspects of change management.
- Create stakeholder value throughout the change process.
- Utilise a variety of analytical tools to support each stage of change.
- Communicate change effectively to all stakeholders.

TARGET AUDIENCE

- Heads of Departments.
- Managers.
- Supervisors.
- Team Leaders.
- Employees seeking essential skills.
- Individuals aiming to enhance their careers.
- Professionals interested in career development.

Program Outline:

DAY 1: Foundations of Transformation

1. Comprehending Business Strategy and Change Mechanisms.

2. Significance and Explanation of Strategy in Change Management.
3. Evaluating Strategic Drift and Reviewing Organisational Position.
4. Recognising Drivers and Pathways of Industry Transformation.
5. Utilising Competitive Advantages for Long-term Success.

DAY 2: Preparing for Transformation

1. Grasping Change Failures and Solutions Strategies.
2. Frameworks for Examining Change Causes and Success Elements.
3. Viewpoints on Change - Financial, Customer, and Operational Processes.
4. Evaluating Organisational Readiness and Analytical Tools for Transformation.
5. Approaches for Identifying Supporters and Navigating Obstacles in Change Initiatives.

DAY 3: People and Transformation

1. Understanding and Navigating Reactions to Change.
2. Individual and Emotional Reactions to Transformation.
3. Theories of Motivation and Satisfaction in Change Management.
4. Stakeholder Evaluation and Management Approaches.
5. Enhancing Customer Satisfaction through Transformation Initiatives.

DAY 4: Leading and Managing Transformation

1. Guiding Change - Methods and Strategies.
2. The Role of Leaders as Catalysts for Change.
3. Key Attributes and Models for Effective Change Leadership.
4. Communication Techniques for Promoting Change.
5. Empowerment, Delegation, and Trust in Change Management Practices.

DAY 5: Culture and Transformation

1. Analysing Cultural Aspects and Organizational Change.
2. Evaluating Corporate Culture - Models and Methodologies.
3. Investigating National and Organisational Cultures.
4. Fostering a Learning Organisation - Strategies and Methods.
5. Applying Systems Thinking for Organizational Advancement.