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



TRIAL - Leading & Managing Change Processes Effectively

PIK814-0327 UK-LDN-1

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Place	: London	**Venue**	: INDUSTRIOUS (1 and 2, 245 Hammersmith Road Floors, London W6 8PW) - TBC		
Start Date	: 17-03-2027	**End Date**	: 18-03-2027	**PPP**	: £1

TRIAL - Leading & Managing Change Processes Effectively

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

Short Description:

This training program is designed to equip participants with the essential skills required for effectively leading and managing change processes. In today's dynamic environment, the ability to navigate change is crucial for success in any organization. Participants will engage in a comprehensive curriculum that emphasizes the importance of strategic thinking and adaptability. Skill Development - Throughout the program, participants will learn how to develop effective strategies for implementing change. This includes understanding the various phases of change management and identifying key components that contribute to successful transitions. By focusing on practical applications, the training will prepare individuals to tackle real-world challenges related to change. Inspiring Teams and Managing Resistance - An important aspect of the program is managing resistance to change. Participants will explore techniques to address concerns and foster a positive environment during transitions. Additionally, they will learn how to inspire and motivate their teams, ensuring that everyone is aligned and committed to the change process. This holistic approach will empower participants to lead with confidence and effectiveness.

Course Overview:

COURSE OBJECTIVES

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

- Understand the role of leadership in organisational change.
- Develop effective change management strategies.
- Manage resistance to change.
- Foster a positive organisational-culture.
- Apply change leadership frameworks to real-world scenarios.
- Lead teams through complex changes.
- Minimise disruption during the change process.

TARGET AUDIENCE

- Mid-level managers.
- Team leaders.
- Project managers.
- Change management professionals.
- Individuals in leadership roles.
- Professionals involved in team dynamics.
- Stakeholders in project execution.

Program Outline:

DAY 1: Foundations of Change Leadership

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1. Distinguishing Change Leadership from Change Management.
2. The Importance of Leaders in Facilitating Change.
3. Fundamental Theories of Organisational Change (Lewin, Kotter, ADKAR).
4. Psychological Factors Behind Resistance to Change.
5. Leadership Styles and Their Effects on Change Initiatives.

DAY 2: Strategic Change Management

1. Aligning Change Efforts with Organisational Objectives.
2. Crafting a Vision for Transformation.
3. Analysing Stakeholders and Developing Engagement Strategies.
4. Managing Risks in Change Initiatives.
5. Formulating a Change Management Strategy.

DAY 3: Communication & Influence in Change

1. Strategies for Effective Communication During Change.
2. Fostering Trust and Openness.
3. Techniques for Influence and Persuasion.
4. Navigating Conflict and Resistance.
5. Empowering Teams for Successful Change.

DAY 4: Leading through Resistance & Uncertainty

1. Identifying Resistance - Signs and Underlying Causes.
2. Approaches for Managing Resistance (ADKAR Model, Kotter's 8-Step Change Model).
3. Addressing Emotional Responses to Change.
4. Leading During Times of Uncertainty and Crisis.
5. Strategies for Enhancing Team Resilience.

DAY 5: Sustaining Change & Continuous Improvement

1. Integrating Change into Organisational Culture.
2. Evaluating the Effectiveness of Change Initiatives.
3. Frameworks for Continuous Improvement (Kaizen, Six Sigma).
4. Leadership for Long-Term Change.
5. Insights from Change Leadership Successes and Failures.