



Change Management – Guiding Organizations Through Transitions

Overview

Change is inevitable in any organization, and successful change management is critical for navigating transitions effectively. This training program equips participants with the tools, frameworks, and strategies needed to lead and support organizational change, minimizing resistance and maximizing positive outcomes.

Target Audience

- Managers and team leaders
- Human resource professionals
- Project managers
- Change agents and facilitators
- Executives overseeing organizational change initiatives

Objectives

By the end of the training, participants will be able to:

1. Understand the principles of change management and its importance.
2. Identify the drivers and challenges of organizational change.
3. Develop strategies to manage resistance and build stakeholder buy-in.
4. Apply proven frameworks and tools for effective change implementation.
5. Monitor, evaluate, and sustain change efforts over time.

Course Content

Module 1: Understanding Change Management

- The nature and types of organizational change
- The importance of change management in achieving business goals
- Common pitfalls in change initiatives

Module 2: Drivers and Challenges of Change

- Identifying internal and external drivers of change
- Diagnosing organizational readiness for change
- Understanding and addressing resistance

Module 3: Change Management Frameworks

- Overview of popular models (e.g., Kotter's 8-Step Process, ADKAR, Lewin's Change Management Model)
- Selecting and adapting frameworks to suit organizational needs

Module 4: Leadership in Change

- The role of leadership in driving change
- Building and empowering change agents
- Communicating effectively during transitions

Module 5: Implementing Change

- Designing a structured change management plan
- Engaging stakeholders and managing expectations
- Strategies for smooth implementation of change initiatives

Module 6: Sustaining and Evaluating Change

- Monitoring progress and addressing setbacks
- Metrics for measuring change success
- Embedding change into organizational culture

Training Methods

- Expert-led interactive sessions
- Group exercises and discussions
- Real-world case studies and best practices
- Role-playing and scenario planning

- Practical application of change management tools

Duration

- Option A: 2-day intensive workshop
- Option B: Self-paced e-learning over a period of 2 months

Training Materials

Participants will receive:

- A comprehensive training guide
- Change management templates and toolkits
- Access to case studies and exercises
- Certificate of completion

Expected Outcomes

Participants will leave the training with the ability to:

- Understand the complexities of change and how to manage them effectively.
- Develop and execute change management strategies tailored to their organization.
- Lead teams through transitions with confidence and clarity.
- Foster a culture of adaptability and continuous improvement

Fees and Registration

- NGN485,925 for Self-paced online; NGN675,000 for a 2-day intensive Virtual-live training

For group registrations, corporate training options, or more information, please contact our admissions team at info@hrondeckservices.com or call +2349044642114

