

Change Management for Leaders & Managers: 10-Day Course

Management & Leadership
Paris (France)
14 - 25 Jul 2025

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Change Management for Leaders & Managers: 10-Day Course

Ref: 321806_147260 **Date:** 14 - 25 Jul 2025 **Location:** Paris (France) **Fees:** 7400 **Euro**

Course Description

This intensive 10-day course equips leaders and managers with the essential skills and strategies to effectively lead organizational change. Participants will learn proven methodologies for planning, communicating, and implementing transformational initiatives. Through a blend of theoretical frameworks and practical applications, the course prepares leaders to navigate complex change scenarios and drive successful outcomes.

Learning Objectives

- Develop a comprehensive understanding of change management principles and best practices
- Master effective communication strategies to build buy-in and overcome resistance
- Learn to create and implement robust change management plans
- Acquire skills to lead and motivate teams through periods of transition
- Understand how to measure and sustain the impact of change initiatives

Course Modules

Day 1: Foundations of Change Management

- Introduction to change management theories
- The role of leadership in organizational change
- Assessing organizational readiness for change
- Identifying key stakeholders and their roles

Day 2: Change Management Models and Frameworks

- Overview of popular change management models e.g., Kotter's 8-Step, ADKAR
- Selecting the right model for your organization
- Applying frameworks to real-world scenarios
- Case studies of successful change initiatives

Day 3: Strategic Planning for Change

- Aligning change initiatives with organizational goals
- Conducting impact assessments
- Developing a comprehensive change management plan
- Risk assessment and mitigation strategies

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point on the board.

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Day 4: Building a Compelling Case for Change

- Crafting an effective change vision
- Developing key messages for different stakeholder groups
- Creating a sense of urgency
- Overcoming skepticism and resistance

Day 5: Communication Strategies for Change

- Designing a change communication plan
- Leveraging multiple communication channels
- Tailoring messages for different audiences
- Handling difficult conversations and feedback

Day 6: Leading and Motivating Teams Through Change

- Understanding the psychological impact of change
- Techniques for building resilience in teams
- Empowering employees and fostering engagement
- Managing resistance and conflict

Day 7: Implementing Change Initiatives

- Translating plans into action
- Managing the transition process
- Monitoring progress and making adjustments
- Celebrating quick wins and milestones

Day 8: Sustaining Change and Preventing Backsliding

- Embedding change in organizational culture
- Developing systems to reinforce new behaviors
- Continuous improvement and adaptation
- Long-term change sustainability strategies

Day 9: Measuring Change Management Success

- Defining key performance indicators KPIs for change initiatives
- Tools and techniques for measuring change impact
- Analyzing and interpreting change management data
- Using metrics to drive continuous improvement

Day 10: Advanced Change Management Topics

- Managing complex, multi-faceted change initiatives
- Change management in mergers and acquisitions
- Digital transformation and change management

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- Ethical considerations in change leadership

Practical Wins for Participants

- A customized change management plan for a current organizational initiative
- A toolkit of communication templates and strategies for various change scenarios
- A personal leadership development plan focused on change management competencies
- A network of peers for ongoing support and idea exchange

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