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CHANGE MANAGEMENT

PIK557-1025 LON-2



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Place: London (UK)

Venue:

Start Date: 13-10-2025

End Date: 24-10-2025

PPP: £5550



CHANGE MANAGEMENT

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

Short Description:

COURSE OVERVIEW In light of the changes the world is witnessing in all fields and levels, and in light of the adoption of great visions and ambitious strategies, positive change has become a response to the role of the organisation in achieving those visions and strategies. Change management has also become an indispensable necessity, while many traditional leadership models and tools have become unsuitable for leading those activities and strong efforts for change. Rather, there has become an urgent and necessary need for institutional leaders to develop their leadership styles to be appropriate and ready to manage and lead change and organisational development, encourage creativity, deal effectively with all sources and types of resistance to change, and build a second row of agents of change. The purpose of this training program is to equip participants with the latest tools, management processes and methods necessary to lead major transformations in business, and to present major corporate change management practices with examples from different sectors.

Course Overview:

COURSE OBJECTIVES:

By the end of this training program on "Change Management", participants are expected to be able to:

- Manage and lead the organisational aspect of change in terms of evaluating the current situation, setting goals, setting plans for change & development and following up on implementation & evaluation.
- Manage and lead the human aspect of change in terms of raising awareness of the need for change and motivation to contribute to its success as well as dealing effectively with all types and sources of resistance to change.
- Use effective tools and carry out the necessary practices to ensure the sustainability of the results of change.
- Develop creative leadership methods capable of dealing with all obstacles to positive change.



- Build a supportive and encouraging working environment for creativity and positive change.

METHODOLOGY:

This training program on “Change Management” relies on the participatory training approach, whereby structured discussions, brainstorming sessions, case-studies and role-playing are used.

The training methodology is also based mainly on giving each participant the opportunity to actually apply all the targeted competencies during the training program, and to provide advice, a personal development plan and all kinds of support to each participant separately, so that he/she can develop a personal action plan that enables him/her to lead positive change in his/her organisation.

IMPACT OF THIS TRAINING PROGRAM ON THE ORGANISATION:

Delegates attending this training program on “Change Management” will help their organisation achieve the following:

- Positive and effective response to the strong surrounding changes, direction and ambitious strategic visions.
- Building a positive work environment that encourages creativity, positive change and organisational development.
- Reducing the influence of the forces of resistance to change, creativity and organisational development.
- Improve employee moral and increase job satisfaction due to positive and effective leadership of change.
- Spreading the culture of creativity, encouraging change and contributing positively to its success.

IMPACT OF THIS TRAINING PROGRAM ON EMPLOYEES:

Delegates attending this training program on “Change Management” will achieve the following benefits:

- Effective positive contribution to initiatives and plans for positive change.
- Willingness to develop the professional path due to the competences of leadership of change, innovation and organisational development.
- Diversifying the sources and tools of positive leadership influence on workers for change.
- Balancing the achievement of the organisational goals of change and the psychological needs for leaders and subordinates.
- Access to creative ways, tools and methods of work that help in the success of change initiatives and



efforts.

TARGET GROUPS:

This training program on “Change Management” targets:

- All managers in all departments at all organisational and supervisory levels.
- All team leaders in organisations seeking positive change, organisational development and encouragement of creativity.
- Anyone who finds the desire to develop his competencies in the field of change leadership, creativity and organisational development.

Program Outline:

COURSE LAYOUT:

Day 1: Our Modern Organisations and the Imperative of Managing Change

1. The nature of change and its importance.
2. The nature of Change Management.
3. Areas and Types of change.
4. Lewin's model of Change Management.
5. The ADKRA outcome for a successful change.

Day 2: Foundations of Change

1. Business Strategy and Change.
2. The Importance of Strategy.
3. STEEPLE Analysis.
4. Where is your Organisation Now?
5. Business Drivers of Change.

Day 3: The Psychology of Change Management

1. Awareness phase of change.
2. The stage of Igniting the Desire for Change.
3. The stage of Definition and Awareness of how to change knowledge.
4. The stage of Empowerment to effect change.
5. The state of Work on the Sustainability of Change Reinforcement.

Day 4: Change Leaders

1. The key players in the game of change.
2. Roles of change leaders.
3. The “Positive Transition” change leader model.
4. Human patterns towards responding to change.
5. The leader’s role in building a generation of change agents.

Day 5: Leaders’ tools for dealing with Resistance to Change

1. Reasons for resistance to change and strategies for effective dealing with it.
2. Forms and types of resistance to change.
3. Planning for change using Force Field Analysis.
4. Common mistakes in managing change and ways to avoid them.
5. Applying the Kaizen methodology in managing change.

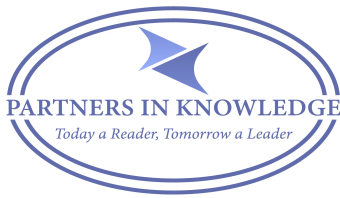
Day 6: Creativity and Organisational Development for Change

1. What is creativity and its relationship to change?
2. Basic rules for creativity.
3. Brainstorming tools for creativity.
4. Dealing effectively with the obstacles to change.
5. Leaders’ methods and tools in creating a climate of change and creativity.

Day 7: Drive the changes your organisation needs to thrive

1. Anticipating and evaluating external shifts.
2. Proactively responding to external shifts.
3. Analysing disruptive technologies as threats.
4. Analysing disruptive technologies as opportunities.
5. Building and leading more effective change strategies.

Day 8: Nurture innovation & agility across your organisation



1. Diagnosing organisational problems that hinder innovation.
2. Embedding new ways of doing things within corporate culture.
3. Building a shared vision of success around change initiatives.
4. Groups Exercise.
5. Discussion.

Day 9: Promoting organisational flexibility from the top down and the bottom up

1. Recognising how leadership styles and senior team characteristics affect change.
2. Making better decisions about change initiatives even with insufficient information.
3. Developing internal communication networks essential to driving initiatives forward.
4. Notions on "change champions".
5. Help your leadership team develop the skills of "change champions".

Day 10: CASE-STUDY.