



*Training Course:
Change Management*

*9 - 13 June 2025
Kigali (Rwanda)*

Training Course: Change Management

Training Course code: MA235409 From: 9 - 13 June 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

Change is an inevitable aspect of organizational life, and managing it effectively is crucial for success. This Change Management training program, meticulously designed by Global Horizon Training Center, equips participants with the knowledge and skills needed to navigate and lead through change effectively. This program provides a comprehensive understanding of the processes, tools, and techniques essential for managing change in any organization.

Objectives

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

- Understand the fundamental concepts and principles of change management.
- Identify the types and sources of change within an organization.
- Develop strategies to effectively manage and lead change initiatives.
- Utilize various tools and techniques to facilitate change.
- Address and overcome resistance to change.
- Enhance communication and stakeholder engagement during change processes.
- Measure and evaluate the impact of change initiatives.

Methodology

The course methodology includes a blend of the following:

- Interactive lectures and presentations
- Case studies and real-life examples
- Group discussions and activities
- Practical exercises and role-playing
- Tools and templates for managing change
- Feedback and coaching sessions

Organizational Impact

Upon completion of this training program, organizations will benefit from:

- Enhanced ability to implement change initiatives effectively.
- Increased employee engagement and reduced resistance to change.
- Improved communication and collaboration during change processes.
- Greater alignment of change initiatives with organizational goals.
- Strengthened leadership capabilities to manage and sustain change.

Target Audience

This training program is ideal for:

- Managers and team leaders responsible for leading change initiatives.
- HR professionals involved in organizational development.
- Project managers overseeing change-related projects.
- Employees at all levels who are affected by or involved in change initiatives.
- Anyone interested in understanding and managing organizational change effectively.

Outlines

Day 1: Introduction to Change Management

Understanding Change Management

- Definition and importance of change management
- Types and sources of organizational change
- Theories and models of change management
- The role of change management in organizational success

Day 2: Preparing for Change

Developing Change Strategies

- Assessing the need for change

- Setting clear objectives and goals
- Developing a change management plan
- Identifying key stakeholders and their roles

Day 3: Implementing Change

Leading Change Initiatives

- Effective leadership in change management
- Communication strategies for change
- Tools and techniques for facilitating change
- Engaging and motivating employees

Day 4: Managing Resistance

Overcoming Resistance to Change

- Understanding the reasons for resistance
- Strategies to address and manage resistance
- Techniques for building support and commitment
- Case studies and practical examples

Day 5: Evaluating and Sustaining Change

Measuring the Impact of Change

- Methods for Evaluating Change Initiatives
- Tools for measuring success and identifying areas for improvement
- Sustaining change and continuous improvement
- Reflection and action planning

Registration form on the Training Course: Change Management

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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