



*Training Course:
Change Management for Global Organizations*

*11 - 15 August 2025
Kuala Lumpur (Malaysia)
Royale Chulan Kuala Lumpur*

Training Course: Change Management for Global Organizations

Training Course code: MA235928 From: 11 - 15 August 2025 Venue: Kuala Lumpur (Malaysia) - Royale Chulan Kuala Lumpur Training Course Fees: 5500 € Euro

Introduction

In today's fast-paced global environment, change is not optional—it's inevitable. Managing change effectively is a critical skill for leaders, managers, and teams within international organizations. This training program is designed to equip professionals with the knowledge, strategies, and tools needed to navigate and lead organizational change across diverse, multicultural, and distributed environments. It explores global change models, stakeholder engagement, resistance management, and the role of leadership in building resilient, change-ready cultures.

Objectives

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

- Understand the principles and dynamics of change in global organizations.
- Apply international change management frameworks e.g., Kotter, ADKAR, Lewin.
- Design and lead change initiatives aligned with organizational strategy.
- Engage stakeholders from diverse cultural and regional backgrounds.
- Manage resistance and foster a culture of agility and adaptability.
- Measure the impact and sustainability of change efforts.

Target Audience

- Change managers and transformation leaders
- HR professionals and organizational development practitioners
- Project managers and strategy executives
- Department heads and team leaders
- Anyone involved in leading or supporting change initiatives globally

Training Program Outline

Day 1: Understanding Organizational Change in a Global Context

- Introduction to Change Management: Concepts & Terminologies
- Drivers of Change in Global Organizations
- Change Types: Transformational vs. Incremental
- Cultural Sensitivity and Global Change Dynamics
- Case Study: Managing Change Across Borders

Day 2: Global Change Models and Frameworks

- Lewin's 3-Stage Model
- Kotter's 8-Step Change Process
- Prosci ADKAR Model: Application in Multinational Settings
- Selecting the Right Model for Your Organization
- Workshop: Mapping Change Models to Real Change Scenarios

Day 3: Stakeholder Engagement and Communication Strategies

- Identifying Global Stakeholders and Power Mapping
- Communication Planning Across Cultures and Languages
- Building Coalitions for Change
- Managing Change Ambassadors and Champions
- Role-Play: Leading Change Conversations with Resistance

Day 4: Overcoming Resistance and Enabling Adoption

- Common Sources of Resistance in Global Organizations

- Psychological and Cultural Aspects of Resistance
- Strategies to Build Trust and Psychological Safety
- Techniques for Reinforcement and Sustaining Engagement
- Workshop: Developing Resistance Management Plans

Day 5: Sustaining Change and Measuring Success

- Embedding Change into Organizational Culture
- Change Metrics, KPIs, and ROI
- Change Audit and Continuous Improvement
- Building a Global Change-Ready Culture

Registration form on the Training Course: Change Management for Global Organizations

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

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