



*Training Course:
Managing Workforce Change for HR
Professionals*

*18 - 22 August 2025
Amsterdam (Netherlands)*

Training Course: Managing Workforce Change for HR Professionals

Training Course code: HR235929 From: 18 - 22 August 2025 Venue: Amsterdam (Netherlands) - Training Course Fees: 5500 € Euro

Introduction

In an era of rapid technological advancement, globalization, and shifting workforce expectations, HR professionals are at the forefront of organizational change. Whether driven by restructuring, digital transformation, mergers, or cultural evolution, managing workforce change requires a strategic, empathetic, and data-informed approach. This training program equips HR leaders and professionals with the knowledge, frameworks, and tools to effectively manage change impacting people, teams, and organizational culture.

Objectives

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

- Understand the role of HR in initiating and supporting workforce change.
- Apply structured methodologies to manage employee transitions.
- Develop communication and engagement strategies during change.
- Address resistance and foster resilience across the organization.
- Align workforce planning and talent strategies with change objectives.
- Use data and analytics to monitor the impact of change initiatives.

Target Audience

- HR Managers and HR Business Partners
- Organizational Development and Talent Management Professionals
- HR Generalists involved in change initiatives
- Senior HR Officers and Employee Relations Specialists
- Anyone in HR responsible for workforce transformation or restructuring

Program Outline

Day 1: The Role of HR in Workforce Change

- Strategic importance of HR in managing organizational change
- Key drivers of workforce change technology, market shifts, restructuring
- The HR change lifecycle: From initiation to sustainability
- Legal and ethical considerations in workforce transitions
- Case study: HR leadership during organizational downsizing

Day 2: Change Management Frameworks for HR

- Introduction to change models: ADKAR, Bridges, Kotter
- HR-specific adaptations of these models
- Change readiness assessment tools for HR
- Building HR change teams and governance structures
- Workshop: Mapping an HR change process using ADKAR

Day 3: Communication and Employee Engagement During Change

- Crafting transparent and empathetic messaging
- Multi-channel communication planning
- Managing emotions, uncertainty, and morale
- Engagement strategies for diverse workforce groups
- Role-play: Delivering tough change messages

Day 4: Managing Resistance and Supporting Employees

- Identifying and understanding employee resistance
- Emotional responses to change: Grief, fear, confusion
- Strategies to support mental well-being and psychological safety
- Equipping managers to coach through change
- Tools: Employee feedback loops and pulse surveys

Day 5: Workforce Planning, Metrics, and Change Sustainability

- Aligning talent management with change goals
- Scenario planning and workforce gap analysis
- Metrics for tracking change success attrition, engagement, performance
- Reinforcement strategies and continuous improvement
- Final workshop: Designing a people-centric workforce change plan

Registration form on the Training Course: Managing Workforce Change for HR Professionals

Training Course code: HR235929 From: 18 - 22 August 2025 Venue: Amsterdam (Netherlands) - Training
Course Fees: 5500 € Euro

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

Delegate Information

Full Name (Mr / Ms / Dr / Eng):
Position:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Company Information

Company Name:
Address:
City / Country:

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
Position:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
- ☐ Please invoice me
- ☐ Please invoice my company

Easy Ways To Register

Telephone:
+201095004484 to
provisionally reserve your
place.

Fax your completed
registration
form to: +20233379764

E-mail to us :
info@gh4t.com
or training@gh4t.com

Complete & return the
booking form with cheque
to: Global Horizon
3 Oudai street, Aldouki,
Giza, Giza Governorate,
Egypt.