



*Training Course:
Embracing Change and Agility*

*31 May - 4 June 2027
Kigali (Rwanda)*

Training Course: Embracing Change and Agility

Training Course code: LS235534 From: 31 May - 4 June 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

This training program is designed to help employees navigate the complexities of organizational change and embrace agility. Participants will learn strategies for coping with change, building resilience, and developing adaptability in an uncertain environment. The program will also focus on strengthening collaboration and communication within teams post-restructuring and will equip leaders with tools to support their teams effectively.

Objectives

- Equip participants with the tools to manage organizational change effectively.
- Build personal resilience and cultivate a positive mindset.
- Develop agility and adaptability to thrive in dynamic environments.
- Strengthen collaboration and communication within teams.
- Provide leadership support strategies to guide teams through transitions.

Target Audience

- Senior Leadership Team Executives, Department Heads, and Directors
- Middle Management Managers, Team Leaders, and Supervisors
- Human Resources and Change Management Professionals
- Project and Program Managers
- Frontline Employees and Operational Staff
- Cross-Functional Teams
- Internal Communication and Corporate Affairs Teams
- IT and Technical Support Teams

Outline

Day 1: Understanding and Coping with Organizational Change

- Session 1: The Nature of Change in Organizations
 - Defining change and why it happens
 - The impact of restructuring and downsizing on employees
 - Case studies of companies that successfully managed change
- Session 2: Emotional Responses to Change
 - Identifying and managing emotional reactions
 - Understanding the change curve: denial, resistance, exploration, and acceptance
 - Practical coping strategies for navigating uncertainty

Day 2: Building Resilience and a Positive Mindset

- Session 1: The Power of Resilience
 - Understanding resilience and its role in the workplace
 - Techniques to build personal and team resilience
 - Overcoming negative thinking and cultivating optimism
- Session 2: Developing a Growth Mindset
 - Fixed vs. growth mindset in the context of change
 - Encouraging continuous learning and flexibility
 - Exercises to reframe challenges as opportunities

Day 3: Agility and Adaptability in Uncertain Environments

- Session 1: Agility in the Workplace
 - What it means to be agile in a changing organization
 - Developing a mindset of adaptability and flexibility
 - Implementing agile practices in day-to-day operations
- Session 2: Thriving in Uncertainty
 - How to make decisions with limited information
 - Managing time and priorities during rapid changes
 - Tools for staying proactive and responsive

Day 4: Strengthening Collaboration and Communication Post-Restructuring

- Session 1: Enhancing Team Collaboration
 - Strategies for building trust and improving collaboration
 - Open communication during transitions
 - Realigning team goals and roles after restructuring
- Session 2: Effective Communication Techniques
 - Tools for clear and transparent communication
 - Conflict resolution and problem-solving in a changing environment
 - Virtual and in-person communication strategies

Day 5 : Leadership Support for Teams During Transitions

- Session 1: Leading Teams Through Change
 - The role of leaders in supporting change
 - Leadership styles that foster resilience and agility
 - Coaching and mentoring through transition periods

- Session 2: Sustaining Change and Continuous Improvement
 - Developing a long-term strategy for continuous improvement
 - Tools for monitoring progress and employee well-being
 - Creating a culture of agility and innovation

Registration form on the Training Course: Embracing Change and Agility

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

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Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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