# Successful Change Management: Approach and Tools

*Hands-on course of 2 days - 14h*
*Ref.: CHA - Price 2024: €1 370 (excl. taxes)*

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Change control has become a key competence. It requires on behalf of the person in charge, an anticipation for the key stages, a rigorous planning, managing emotions and a strong determination.

Scenarios. Work in groups. Work on real-word scenarios. Feedback.

# THE PROGRAMME

last updated: 01/2018

### 1) Change Representations
- Change in its different forms (human and organisational).
- Unforeseeable reactions, behaviour and resistance to change.
- Questioning and the ?mourning? period.
*Hands-on work : Role-play.*

### 2) Adapting to Change
- Positive and negative responses to stress due to change.
- Adaptation period.
- Main stages of personal growth.
- Identifying resources.
- Developing new skill sets.
*Hands-on work : Identify stress factors in different situations and offer appropriate responses.*

### 3) Giving Sense to Change
- Using Change as a catalyst for Progress.
- Being an active Player.
- Building professional or personal project.
- Clarifying goals.
- Project Management.
- Alignment.
*Hands-on work : Formalise projects and ambitions. Reduce the gap between the dream and the reality.*

### 4) Communicating Change
- Ensuring Change has been communicated clearly and understood.
- Interacting, brainstorming and sharing ideas.
- Direct and indirect approaches.
- Socio-dynamic approach.
- Active listening.
- Questioning and maieutics.
*Exercise : Case study exercises.*

## 5) Change Management

- Do you possess the right credentials to drive Change?
- Planning each key step and piloting Change successfully.
- Implementing orderly and systematic processes.
- Time Management.
- Coaching.

*Exercise : 3 scenarios: Piloting change.*

# DATES

REMOTE CLASS
2025 : 13 Feb, 05 Jun, 28 Aug, 27
Nov