Leading Successful Change Training

Duration: **1 Day**

BILGINÇ IT Academy
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Overview

Organisational change rarely progresses in a simple or predictable way. Competing priorities, limited capacity, changing workloads, and unclear direction can reduce momentum long before implementation is fully underway.

This **one-day practical workshop** is designed to strengthen the judgement leaders need to navigate change effectively and translate strategic direction into meaningful action.

Throughout the day, participants work with practical, evidence-based approaches that help them assess their environment, understand behavioural responses to change, and identify obstacles that create friction during implementation. The workshop also provides an opportunity for learners to examine change processes within their own organisations and consider how those processes can be used more effectively.

Through a realistic case study, focused discussion, and a practical change roadmap exercise, participants leave with clearer priorities and actions they can apply directly in their workplace.

Prerequisites

There are no formal prerequisites for this course.

Participants will gain the most from the workshop by bringing an open mindset and being willing to contribute actively to discussions and interactive exercises.

Who Should Attend

This course is particularly suitable for:

- Professionals working through ongoing organisational change,
- Leaders responding to digital transformation and accelerating technological change,
- Managers balancing changing priorities with limited capacity,
- Experienced professionals working in environments where roles and responsibilities continue to evolve,
- Individuals who want to lead change with greater clarity, confidence, and effectiveness.

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What You Will Learn

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

- Analyse the factors that make organisational change complex and identify the resulting leadership priorities,
- Assess early change momentum through Urgency, Coalition, and Direction,
- Interpret behavioural responses to change and explore the underlying causes,
- Apply leadership actions that mobilise support and reduce barriers to execution,
- Analyse the factors that help change remain effective over time,
- Align leadership behaviour with organisational systems and culture,
- Develop a focused change leadership plan that applies the key principles to their own context.

Outline

Module 1 – Understanding the Modern Change Landscape

- The increasing pace of organisational change
- The impact of Digitalisation on ways of working
- How limited capacity and heavy workloads affect change
- Managing competing priorities
- Conditions leaders should assess before implementation begins
- Establishing realistic expectations for change

Module 2 – How Change Gains or Loses Momentum

- Recognising important signals during the early stages of change
- Identifying signs of Traction, Stall, and Drift
- The role of Urgency
- Building an effective Coalition for change
- Providing clear Direction
- How leadership behaviour strengthens or weakens momentum
- Recognising loss of momentum before it becomes a larger problem

Module 3 – People Responses and Resistance

- Common behavioural responses during uncertainty
- Recognising different forms of resistance
- Exploring the causes behind visible behaviours
- Interpreting Pushback and concern
- Using simple evidence-based lenses to understand responses
- Treating resistance as useful information rather than simply an obstacle

Module 4 – Moving from Intent to Traction

- Translating change objectives into everyday ways of working
- Connecting strategic direction with practical actions
- Mobilising employee and stakeholder support
- Identifying barriers that slow execution
- Reducing unnecessary friction and bottlenecks

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- Understanding how everyday leadership decisions affect change
- Moving change from planning into effective delivery

Module 5 – Sustaining and Embedding Change

- Understanding why change can lose momentum after initial implementation
- Cultural factors that reinforce or undermine progress
- Aligning systems and processes with new ways of working
- Creating consistency in leadership behaviour
- Reducing the risk of returning to previous habits
- Embedding change into normal organisational practice

Module 6 – Building Your Change Roadmap

- Applying the course approaches to a live change challenge
- Clarifying the current situation and key challenges
- Identifying the most important leadership priorities
- Defining practical actions
- Assessing barriers and support requirements
- Establishing short- and medium-term next steps
- Creating a practical Change Roadmap for use in the workplace