Change Management Training

Duration: **1 Day**

BILGINC IT Academy
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Overview

This course aims to equip professionals with the tools and mindset to lead and manage change effectively in dynamic business environments. Participants will explore the psychology of change, popular change management models, resistance factors, and leadership strategies to foster organizational transformation.

Who Should Attend

- Senior and mid-level managers
- Project leaders and team supervisors
- Transformation team members
- All professionals seeking to improve adaptability and lead change

What You Will Learn

- Understand why change is inevitable and how to manage it
- Identify sources of resistance and develop mitigation plans
- Communicate change effectively across teams
- Lead with inspiration and build a shared vision
- Monitor, evaluate, and sustain the impact of change

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Outline

Module 1: Fundamentals of Change Management

- Importance and inevitability of organizational change
- Human reactions to change and resistance causes
- Key features of successful change initiatives

Module 2: Change Process & Models

- Stages of change: Preparation, Implementation, Reinforcement
- Overview of Lewin’s Model, Kotter’s 8 Steps, and ADKAR Model
- Choosing the right framework for your organization

Module 3: Communication & Engagement

- Strategic communication during transitions
- Involving employees and overcoming skepticism
- Feedback loops and continuous dialogue

Module 4: The Role of Leadership

- Characteristics of effective change leaders
- Motivating teams and inspiring ownership
- Creating and sharing a strong change vision

Module 5: Risk & Evaluation in Change

- Identifying potential risks in change projects
- Risk management frameworks
- Measuring success and tracking transformation progress