COURSE BROCHURE

Leading Organizational Change

An applied course that enables managers to plan and lead change initiatives, from diagnosing organizational readiness to embedding new behaviors and sustaining them.

Code	HT-MGT-105
Category	Management & Leadership
Duration	1 week
Level	Intermediate

Introduction

Organizations launch many change initiatives, from new systems to restructuring, yet many stall at adoption: the project is delivered technically while people quietly return to their old ways of working.

Objectives

- Build a compelling case for change linked to organizational goals
- Diagnose how ready the organization and its teams are for change
- Define and activate sponsorship and change agent roles
- Assess change impact on stakeholders and design a plan to engage them
- Measure and reinforce adoption so the change lasts

Who should attend

- Department managers responsible for delivering transformation initiatives
- Project managers and PMO staff
- Members of institutional development and excellence units
- HR professionals involved in restructuring

Skills you will develop

- Change readiness diagnosis
- Stakeholder impact analysis
- Change communication planning
- Measuring and sustaining adoption

Learning Outcomes

- Prepare a readiness assessment for a real change initiative
- Map change impact for key stakeholder groups
- Design a communication and engagement plan tied to the initiative's phases
- Set adoption indicators and a plan to reinforce adoption after launch

Course Outline

Day 1: Defining Change and Making the Case

- Types and levels of organizational change
- Building the case for change and its core message

- Defining scope and the target future state

Day 2: Readiness and Sponsorship

- Diagnosing organizational and team readiness for change
- The executive sponsor's role and real responsibilities
- Building a change agent network

Day 3: Stakeholders and Change Impact

- Assessing change impact on each employee group
- Mapping stakeholders by degree of impact and influence
- Analyzing the real causes of resistance and plans to address them

Day 4: Communication and Enablement

- Designing a phased, multi-channel communication plan
- Preparing line managers to lead change with their teams
- Training and support plans during the transition

Day 5: Adoption and Sustainability

- Indicators of adoption and actual usage
- Reinforcement mechanisms and preventing reversion to old practices
- Applied project: an integrated change leadership plan for an initiative from the participant's own workplace

Training methodology

Readiness diagnostic tools applied to initiatives brought by participants
Group workshops mapping change impact and stakeholders
Simulated meeting with a hesitant executive sponsor
Case studies of successful and stalled change initiatives

Certification

Participants receive a Harbor Training Center certificate of attendance on completing the course.

Upcoming dates

City	Dates	Language	Fee
Istanbul	26 – 30 April 2027	AR	EUR 4,800
Dubai	3 – 7 May 2027	AR	EUR 4,500
London	10 – 14 May 2027	EN	EUR 5,700
Amsterdam	17 – 21 May 2027	AR	EUR 5,500
Online	24 – 28 May 2027	EN	EUR 1,800
Istanbul	25 – 29 October 2027	EN	EUR 4,800
Dubai	1 – 5 November 2027	EN	EUR 4,500

Fees are per participant.

Contact us

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To register and for details, scan the code or visit:

https://harbor4training.com/en/courses/leading-organizational-change