XCELERATE TRAINING INSTITUTE

your learning & development partner

LEADERSHIP AND MANAGEMENT

# Change Management and Leadership Training Course

| DURATION | LANGUAGE | FORMAT |
|---|---|---|
| **5 days** | **English** | **Classroom / Online** |

## Upcoming dates

| Dates | Venue | Format | Fee |
|---|---|---|---|
| 3 – 7 ???? 2027 | Live online | Online (live) | **€1?200** |
| 14 – 18 ????? 2027 | Dubai | Classroom | **€4?800** |
| 8 – 12 ?????? 2027 | Live online | Online (live) | **€1?200** |

### Register or ask a question

Online: x8ti.com/course/change-management-and-leadership-training-course/

+491631686678 · info@x8ti.com

# Change Management and Leadership Training Course

## Introduction

What is the role of Leadership in Change Management? In today's VUCA world, none of the organizations can afford to stand still. There would always be new ways, new challenges to meet and new outcomes. Every change, thus, needs to be planned and implemented using a structured approach.

This also needs to have a buy-in from the leadership who would further cascade it to other levels of the organization for seamless execution of projects, the transition from only meeting the client requirements to achieving excellence in the deliveries and better employee engagement.

The first step to ensure seamless management of change into the businesses is to train the leadership team so that they become the guiding light for each citizen of the company. This would be possible once they are themselves comfortable and understand what needs to be done by them for the business to remain competitive.

Do you want the members of your leadership team to embrace change for the benefit of the organization by focusing on the positive impact it will have?

This training program designed by Xcelerate Training Institute Solutions stresses on the importance of change management in the constantly evolving landscape of business. It also focuses on the roles and responsibilities of the leadership team to achieve efficiency and effectiveness in the change management processes so that they speak the same language across the company especially in the digital age of today.

## Learning Objectives

- Understand the mindset of the people undergoing this change
- Define change and its impact on the functioning of the people
- Smooth transition of the change management process
- Manage consistency in performance
- Maximize efficiency to achieve the goals of the organization
- Drive Business productivity
- Leaders to be better equipped with the ability to develop and retain their teams during the change
- Relevance of communication during change
- Understand the strategies and tools for effective change management
- Effective management of the resistance of employees during change

## Training Methodology

To meet these objectives, this program offered by Xcelerate Training Institute Solutions will use a variety of techniques such as interactive presentation, exercises and case-studies. Role plays and group discussions with the participants from across industries will also ensure a proper understanding, and retention of the information shared to achieve the focused learning objectives.

## Benefits for Your Organisation

- Practical Techniques to help in change management initiatives
- Understand the mindset of the people impacted by change initiative
- Formulate a compelling vision with all those involved
- Develop best practices for managing change
- Apply principles of change leadership to achieve success in the change initiative
- Develop an organization which is focused on strategy

## Benefits for You

- Understand the essential components of change leadership
- Develop skills in change management suited for any organization
- Comprehend the usage of tools for change leadership
- Understand the phases of change management
- Develop an appreciation of the issues that get raised around the culture of the organization
- Learn how to develop and implement an effective PMS which results due to change management

## Who Should Attend

- OD Professionals
- Leadership Team
- Directors
- C-Level executives
- General Managers/ AGM/HOD
- Delivery Heads
- Project Managers
- Project Supervisors
- All the staff members involved in Change management
- All Managers and Leaders
- All HR Professionals
- Business Partners
- Change Champions
- Change Managers
- Change Agents
- Those who wish to take on leadership roles in the future
- Already trained professionals who would like to update self in the current best practices

## Course Outline

UNDERSTAND THE HUMAN PSYCHOLOGY AND CHANGE MANAGEMENT

- What is human psychology?
- Iceberg Principle

- Understanding Self
- Developing self-awareness

APPROACHES TO CHANGE

- Why is change required in organizations?
- Defining the scope of change
- Piloting the initiative
- Steps required to implement change
- Organizational alignment through change

CHANGE MANAGEMENT VS. CHANGE LEADERSHIP

- What is Change Management?
- What is Change Leadership?
- Phases of effective change management
- Leadership culture during change management
- Emotional Intelligence (EI) during Change management
- Linkage of EI to leadership
- EQ vs. IQ

ORGANISATIONAL DEVELOPMENT(OD)

- What is OD?
- PMS and Balanced Scorecard perspective
- Defining Change Management Strategy
- Translating it into action
- Ensuring Success of strategy execution
- Challenges in implementation
- Focus on Culture, Leadership and Human factors

THE CHANGE-PERFORMANCE LEADER

- Understanding leadership patterns in times of change
- Understand your leadership style
- Role of leaders in the change process
- Establishing trust and credibility as a leader
- Building an agile workplace
- Creating the climate for change
- Building and working on a shared vision

CONFLICT MANAGEMENT

- Understand the culture of your organization
- Envisage the crucial strategic dilemmas and natural tensions
- Using systems thinking to manage conflict
- Create better strategies and dilemmas to manage change
- Addressing the mental blocks to accepting new ideas

- How to overcome resistance to change?
- Unwrap conflicting goals and beliefs
- Managing conflicts
- Sustaining change
- Appreciative inquiry in change management

CREATIVITY AND PROBLEM SOLVING

- Techniques to identify creative solutions and problem solving
- Building consensus for managing change

COMMUNICATION

- Addressing the concerns of people
- Keeping them motivated
- The top-down approach
- Developing the required action plan

**Copyright and intellectual property**
This course, "Change Management and Leadership Training Course", is an original course by Xcelerate Training Institute. All materials, content and structure are the intellectual property of Xcelerate Training Institute. Reproduction, distribution or use of any part of this course without written consent is prohibited.

# Registration Form

## Change Management and Leadership Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

### Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

### Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

### Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

### Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

**Call**
+491631686678

**Email this form**
info@x8ti.com

**Register online**
Open the course page