

Course No. 1390

Managing Organizational Change Training Course

**ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Managing Organizational Change Training Course is a comprehensive professional development program designed to equip leaders, managers, and professionals with the knowledge, skills, and practical tools required to plan, lead, implement, and sustain organizational change effectively. In today's complex business environment, organizations must continuously adapt to changes in strategy, technology, regulations, customer expectations, operating models, and workforce requirements. Successful change therefore requires more than a well-designed plan; it requires strong leadership, clear communication, employee engagement, effective risk management, and disciplined execution.

The course provides a structured approach to managing organizational change from initial diagnosis and readiness assessment through planning, implementation, stabilization, and continuous improvement. Participants will learn how to identify the drivers and implications of change, assess organizational readiness, establish clear objectives, engage stakeholders, communicate effectively, manage resistance, and maintain accountability throughout the transition. The program connects change management practices with business performance, operational continuity, workforce capability, and strategic execution.

A key focus of the course is the human dimension of organizational change. Participants will explore why employees and teams respond differently to change and how leadership behavior, organizational culture, communication, trust, uncertainty, and perceived impact influence acceptance and adoption. Practical methods will be introduced for managing concerns, strengthening employee participation, building commitment, and helping teams transition successfully to new processes, structures, systems, or expectations.

Designed for government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations, the Managing Organizational Change Training Course supports leaders responsible for transformation programs, restructuring initiatives, process improvement, digital transformation, policy implementation, operational change, and organizational development. It helps organizations balance the need for transformation with performance requirements, governance, risk controls, and business continuity.

Through case studies, practical exercises, simulations, stakeholder analysis, communication planning, and implementation workshops, participants will develop practical change management

capabilities that can be applied directly in their workplaces. The course emphasizes disciplined execution, employee engagement, measurable progress, and sustainable adoption so that organizational change becomes an effective vehicle for performance improvement and long-term organizational capability.

Objectives

- Analyze the strategic, operational, technological, and organizational drivers of change throughout the training program.
- Assess organizational readiness for change and identify capability, cultural, structural, and workforce gaps.
- Develop clear change objectives aligned with organizational strategy, operational priorities, and expected business outcomes.
- Apply structured approaches for planning and implementing organizational change across different business environments.
- Design stakeholder engagement strategies that address influence, concerns, expectations, and levels of support.
- Improve leadership communication practices to explain the purpose, scope, impact, and expected outcomes of change.
- Implement practical methods for managing resistance, uncertainty, employee concerns, and competing perspectives.
- Evaluate risks, dependencies, resource requirements, and operational impacts associated with change initiatives.
- Strengthen the ability to maintain employee performance, customer service, and business continuity during periods of transition.
- Develop appropriate measures for monitoring change progress, adoption, performance, and implementation effectiveness.
- Align change management activities with organizational culture, governance, policies, and accountability requirements.
- Create a practical organizational change management plan for implementation within the participant's workplace.

Who Should Attend

This course is designed for executives, senior managers, department heads, change leaders, project managers, transformation managers, operations managers, organizational development professionals, human resources managers, and team leaders responsible for leading or supporting organizational change initiatives. It is particularly relevant for managers involved in restructuring, process improvement, operating model changes, digital transformation, new system implementation, policy changes, or strategic transformation.

The program is also suitable for specialists in human resources, organizational development, strategic planning, project management, operations, quality, risk management, governance, compliance, information technology, and corporate communications. It is highly relevant for professionals who contribute to assessing readiness, designing change plans, engaging stakeholders, communicating change, managing implementation, or monitoring results.

The course provides significant value to decision makers and senior leaders responsible for ensuring that change initiatives deliver intended organizational outcomes. It supports organizations seeking to strengthen change capability, improve implementation discipline, reduce disruption, maintain employee engagement, and build greater organizational adaptability.

Learning Outcomes

- Identify the major internal and external factors driving organizational change.
- Assess organizational readiness across leadership, culture, workforce, processes, technology, and resources.
- Define clear change objectives and expected outcomes aligned with organizational priorities.
- Develop structured change plans covering scope, milestones, responsibilities, resources, and implementation requirements.
- Analyze stakeholders and determine appropriate engagement strategies based on influence, interests, concerns, and support levels.
- Communicate organizational change clearly and professionally to employees, managers, and stakeholders.
- Apply practical techniques for addressing resistance, uncertainty, concerns, and negative reactions to change.

- Identify and manage risks, dependencies, and operational impacts associated with change initiatives.
- Support teams in maintaining performance, service quality, and business continuity during transition.
- Monitor change adoption and implementation progress using meaningful performance measures.
- Identify corrective actions when change initiatives experience delays, resistance, or performance deviations.
- Develop a practical roadmap for implementing and sustaining organizational change within the workplace.

Course Outline

DAY 01

Foundations of Organizational Change and Change Readiness

- Understanding organizational change and its importance to long-term organizational performance
- Strategic, operational, technological, regulatory, and market drivers of change
- Different types and scales of organizational change
- Assessing organizational readiness and identifying barriers to successful implementation

PRACTICAL APPLICATION OR DISCUSSION

Evaluating a real organizational change initiative and identifying readiness gaps

DAY 02

Change Planning, Leadership, and Stakeholder Management

- Establishing change objectives, scope, priorities, and expected outcomes
- The role of leadership in guiding organizational change
- Identifying and analyzing key stakeholders
- Developing stakeholder engagement and communication approaches

DAY 02 — CONTINUED

PRACTICAL APPLICATION OR DISCUSSION

Creating a structured change plan and stakeholder engagement framework

DAY 03

Communication, Employee Engagement, and Resistance Management

- Principles of effective communication during organizational change
- Understanding employee reactions, concerns, uncertainty, and resistance
- Building trust, involvement, participation, and organizational commitment
- Coaching teams and supporting employees through transition

PRACTICAL APPLICATION OR DISCUSSION

Simulation of a change communication meeting involving employee concerns and resistance

DAY 04

Change Implementation, Risk Management, and Business Continuity

- Implementing change initiatives through structured phases and milestones
- Identifying dependencies, operational risks, and resource requirements
- Managing implementation challenges, delays, and competing priorities
- Maintaining performance, service quality, and business continuity during transition

PRACTICAL APPLICATION OR DISCUSSION

Case study involving a major change initiative with operational and workforce challenges

DAY 05

Sustaining Change and Measuring Organizational Impact

- Monitoring change adoption, implementation progress, and organizational performance
- Developing measures for evaluating change effectiveness and business impact
- Reinforcing new behaviors, processes, systems, and organizational expectations
- Embedding continuous improvement and organizational adaptability

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing a comprehensive organizational change management roadmap for sustainable implementation and measurable results

Register or Request More Information

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