

# Navigating Change Mastery

## A 2-Day Change Management Course



In a rapidly evolving business landscape, organisations must adeptly navigate change to thrive. Our customised course is designed to equip participants with the foundational knowledge, insights, and practical tools necessary to lead and manage change effectively.

## DAY 1 - Foundations of Change Management

### Session 1: Introduction to Change Management

#### Objective:

Establish a foundational understanding of change management principles.

- **Welcome and Icebreaker:** Foster a positive and engaging learning environment.
- **The Need for Change Management:** Explore the importance of change management.
- **Key Concepts and Models:** Introduce foundational change management concepts and popular models.

### Session 2: The Change Management Process

#### Objective:

Provide a comprehensive overview of the change management process.

- **Change Lifecycle:** Break down the stages of change and their significance.
- **Strategic Planning for Change:** Discuss importance of planning & aligning change with organisational goals.
- **Hands-On Exercise:** Apply the change management process to a real-life case study.

### Session 3: Employee Engagement and Communication

#### Objective:

Explore strategies for engaging and communicating with employees during change.

- **Understanding Resistance:** Address common sources of resistance and strategies for overcoming it.
- **Effective Communication Strategies:** Develop skills for clear and empathetic communication.
- **Employee Involvement Techniques:** Discuss methods for involving employees in the change process.



# DAY 2: The Human Side of Change and Leadership

## Welcome to Day 2

Focus will be on how to foster resilience in both teams and individuals, while developing leadership skills for successful outcomes in Change Management. To finalise the day's training, the Facilitator will provide a review of the techniques, and tools to successfully execute change management.

## Session 4: Building Resilience and Adaptability

### Objective:

Foster resilience and adaptability in individuals and teams.

- **Resilience Training:** Provide tools for building personal and organizational resilience.
- **Change Mindset Cultivation:** Encourage a positive attitude toward change.
- **Team Dynamics:** Explore how team dynamics influence change outcomes and strategies for building strong, adaptable teams.

## Session 5: Leading Change

### Objective:

Develop leadership skills essential for successful change management.

- **Change Leadership Competencies:** Identify key leadership qualities for effective change.
- **Role of Leadership in Change:** Discuss the impact of leadership on organisational change.
- **Case Studies and Best Practices:** Analyse successful change leadership examples.

## Session 6: Practical Tools and Techniques

### Objective:

Equip participants with practical tools and techniques for implementing change.

- **Change Management Toolkit Overview:** Provide participants with a toolkit of resources.
- **Interactive Workshops:** Apply tools and techniques through group activities and case studies.
- **Action Planning:** Develop individualised action plans for applying learning in the workplace.

## Additional Options:

- **In-Person Workshops:** Engage in interactive, hands-on learning experiences with our expert facilitators.
- **Virtual Training:** Join our online sessions for flexible and remote learning opportunities.
- **Customized Corporate Programs:** Tailor our training to meet the specific needs of your organisation.
- **Guest Speakers:** Corporate Educators can invite experienced change management practitioners or leaders to share their industry insights.
- **Interactive Q&A Sessions:** Time permitting, the facilitator will allocate time for participants to ask questions and engage in discussions.
- **Resource Kit:** Participants will be provided with a comprehensive resource kit including templates, articles, and recommended readings.
- **Networking Opportunities:** Facilitators will provide opportunities to foster connections among participants for ongoing support and collaboration.

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EDUCATORS

Upon completion of the Change Management training program, participants should possess a robust understanding of change management principles, enhanced communication and leadership skill sets, and a practical toolkit to guide them through the complexities of managing change effectively.



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