

CHANGE MANAGEMENT AND ORGANIZATIONAL TRANSFORMATION



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Introduction

Transformation changes more than processes; it changes how people work, decide, and relate to one another, and that is where most programmes lose momentum. The Change Management and Organizational Transformation Training Course prepares leaders and change practitioners to manage that shift deliberately. Participants learn to assess change impact and readiness, design transformation roadmaps, and build sponsorship and communication plans that hold. Furthermore, the course covers resistance management, culture change, and capability building. In addition, it addresses adoption measurement and benefit realisation. As a result, participants return able to lead transformation that is adopted, sustained, and measurable.

Change Management and Organizational Transformation Course Objectives

- Apply the ADKAR model and Prosci methodology to transformation.
- Conduct change impact, readiness, and resistance risk assessments.
- Design transformation roadmaps with phases, owners, and milestones.
- Build communication, sponsorship, and coaching plans.
- Manage resistance in practice through listening and structured response.
- Apply Kotter's eight-step model to large-scale transformation.
- Address organisational culture and behaviour change directly.
- Integrate change management with project and programme delivery.
- Measure adoption, proficiency, and benefit realisation.
- Build a personal change and transformation development plan.

Course Methodology

- Instructor-led sessions linking change theory to transformation practice.

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- Structured assessments on live or sample transformation initiatives.
- Case studies of successful and failed transformation programmes.
- Practical exercises in communication, sponsor, and resistance planning.
- Group workshops building transformation roadmaps and ADKAR scorecards.
- Continuous knowledge checks and a final assessed transformation project.

Who Should Take This Course

- Change managers and transformation programme leads.
- Senior managers sponsoring organisational change.
- HR and organisational development professionals.
- Digital, operations, and continuous improvement leaders.
- Programme and project managers delivering change.
- Consultants supporting transformation programmes.

Change Management and Organizational Transformation Course Outlines

Day 1: Transformation Foundations

- Why transformation differs from routine change.
- The ADKAR model: awareness, desire, knowledge, ability, reinforcement.
- Prosci methodology and its research foundations.
- Kotter's eight-step model overview.
- Roles: sponsor, change practitioner, line manager, and employee.
- Common failure patterns in transformation programmes.
- Workshop: mapping a transformation initiative to ADKAR.





Day 2: Change Assessment and Readiness

- Conducting a change impact assessment.
- Assessing organisational readiness, capacity, and resistance risk.
- Identifying impacted groups and change characteristics.
- Prosci risk assessment grid and scoring approach.
- Readiness factors: sponsorship, culture, and capability.
- Scoping the change management effort and resources.
- Workshop: completing an impact and readiness assessment.

Day 3: Transformation Roadmaps and Communication

- Designing transformation roadmaps with phases and milestones.
- Sequencing initiatives and managing dependencies.
- Communication planning: audiences, senders, messages, timing.
- Sponsor roadmap and visible sponsorship practice.
- Coaching plans for managers of affected teams.
- Stakeholder mapping and engagement approaches.
- Workshop: building a transformation roadmap and communication plan.

Day 4: Culture, Resistance, and Capability

- Organisational culture: values, behaviours, and symbols.
- Diagnosing culture and its effect on adoption.
- Resistance management in practice: listen, respond, adjust.
- Working with line managers as change agents.
- Training needs analysis and capability building.

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- Reinforcement mechanisms to sustain new behaviour.
- Workshop: running a resistance management session.

Day 5: Adoption, Benefit Realisation, and Sustainment

- Measuring adoption and proficiency with ADKAR metrics.
- Transformation dashboards and executive reporting.
- Linking adoption data to benefit realisation.
- Embedding change capability in the organisation.
- Lessons learned and continuous improvement in change practice.
- Building a personal change and transformation development plan.
- Workshop: presenting a transformation scorecard and sustainment plan.

Conclusion

By successfully completing the Change Management and Organizational Transformation Training Course, participants will have acquired the knowledge to assess change readiness, design transformation roadmaps, build sponsorship and communication plans, manage resistance and culture change, and measure adoption against benefit realisation. They will also gain the ability to integrate change work with programme delivery and sustain new ways of working after go-live. Furthermore, the course prepares leaders to run transformation with structure rather than hope. Gentex Training Center delivers this programme with a strong emphasis on practical, workplace-ready transformation practice.

FAQs





Q1 What is the "Change Management and Organizational Transformation" course about?

It is a practical programme on leading organisational change and wide-scale transformation. It covers the ADKAR model and Prosci methodology, change impact and readiness assessment, transformation roadmap design, communication and sponsorship planning, culture and resistance management, reinforcement, and adoption and benefit measurement.

Q2 What are the key benefits of the "Change Management and Organizational Transformation" course?

Participants gain a structured method that raises adoption and reduces the cost of failed transformation. The course improves sponsor engagement and communication quality, links adoption evidence to benefit realisation, strengthens culture and resistance handling, and builds internal change capability across the organisation.

Q3 What skills will I gain from the "Change Management and Organizational Transformation" course?

Change impact and readiness assessment; transformation roadmap and communication plan design; culture diagnosis, resistance management and capability building; and adoption measurement and benefit realisation analysis.



Q4 What tools, methods, or standards are covered in the "Change Management and Organizational Transformation" course?

The course covers the ADKAR model, Prosci methodology and its three-phase process, Kotter's eight-step change model, change impact assessments, readiness and resistance risk assessment, the Prosci risk grid, transformation roadmap formats, communication planning templates, sponsor roadmaps, coaching plans, training needs analysis, culture diagnostic models, reinforcement mechanisms, ADKAR adoption and proficiency metrics, and transformation dashboards.

Q5 How is the "Change Management and Organizational Transformation" course applied in real-world practice?

Graduates apply it by assessing readiness before a programme launches, building a phased roadmap with named owners, and running sponsor and communication plans with clear messages and timing. They also support managers as change agents, manage resistance through structured listening and adjustment, reinforce new behaviour after go-live, and report adoption metrics alongside benefit realisation to executives.