

LEADING ORGANIZATIONAL CHANGE WORKSHOP



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Introduction:

Leading change is one of the most significant challenges in any organization. Effective leadership is key to navigating the complex and often turbulent waters of change management. This workshop, "Leading Organizational Change," offers an in-depth exploration of the principles, strategies, and tools necessary for successfully leading change within an organization. The workshop aims to empower participants with the skills and knowledge needed to manage and guide organizational transformations in a way that minimizes resistance and maximizes success. Whether you are dealing with technological shifts, strategic initiatives, or organizational restructuring, this workshop equips you with the tools to lead change effectively.

Leading Organizational Change Workshop Objectives:

- Understanding the Change Process: Learn the stages of organizational change, from initiation to implementation and stabilization.
- Developing Leadership Skills: Gain insights into how to lead teams through uncertain and challenging times.
- Navigating Resistance: Learn strategies for identifying and overcoming resistance to change.
- Effective Communication Strategies: Master communication techniques that promote clarity, engagement, and buy-in from employees.
- Building a Change Management Plan: Understand how to create a detailed, step-by-step plan to manage change processes efficiently.
- Sustaining Change: Explore strategies to embed changes into the organizational culture for long-term success.



Workshop Methodology:

This workshop uses a blend of interactive learning approaches, including case studies, group discussions, role-playing exercises, and practical tools to ensure a deep understanding of change management. Participants will engage in hands-on activities, gaining real-world experience in tackling the challenges of leading organizational change.

Who Should Take This Workshop:

- Managers and Leaders who are responsible for overseeing change initiatives.
- HR Professionals looking to improve their ability to manage organizational transformations.
- Project Managers who need to guide teams through change processes.
- Consultants who advise organizations on managing and leading change.
- Business Executives focused on developing strategies for leading change in a rapidly evolving business environment.

Leading Organizational Change Workshop Outlines:

Day 1: Introduction to Change Management

- Overview of Organizational Change
- Theories and Models of Change
- The Change Process: Stages and Frameworks
- Role of Leadership in Change Management

Day 2: Leadership Strategies in Change

- The Role of Leadership in Times of Change

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- Leading by Example: Building Trust and Support
- Leadership Styles and Their Impact on Change Initiatives
- Developing Resilient Leaders

Day 3: Overcoming Resistance to Change

- Understanding the Sources of Resistance
- Strategies for Managing Resistance
- Building Employee Buy-in and Support
- Communication Techniques for Addressing Concerns

Day 4: Effective Communication in Change Management

- The Importance of Clear Communication
- Crafting and Delivering Change Messages
- Using Communication Tools to Engage Teams
- Managing Feedback and Adjusting Messages

Day 5: Building and Sustaining Change

- Developing a Change Management Plan
- Implementing and Monitoring Change
- Embedding Change in the Organizational Culture
- Measuring Success and Continuous Improvement



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Conclusion:

By successfully completing the "Leading Organizational Change" workshop, participants will have developed the essential knowledge and skills required to lead change initiatives confidently. The workshop provides a comprehensive understanding of the change process and equips leaders with practical tools for managing and sustaining successful organizational transformations. Gentex Training Center is committed to providing professionals with the expertise necessary for driving impactful change in any organization.

