HR Management · HR59

# Leading & Managing Change

Barcelona (Spain) · 28 Dec 2026 - 1 Jan 2027

| Date | Venue | Duration |
|---|---|---|
| **28 Dec 2026 - 1 Jan 2027** | **Barcelona (Spain)** | **1 Week** |
| Fee | Ref | Language |
| **£5,000 GBP** | **HR59** | **English** |

## Introduction

Change is a fact of life on all sides, companies, and countries.
Change leadership is important, and no matter what activities a Leader or Manager becomes interested in, from strategy implementation to making simple changes to a working system, all of these activities must change leadership skills.
Every time a Director or Manager makes a decision, something changes.
Leading Change, Organisational Culture and Change, Organisational Development (OD), and Work Psychology are the topics covered in this course. It is a one-of-a-kind course that provides guidelines on the best approach, current "best practices," and skill enhancement in organisational change leadership.

### This course is perfect for anyone who wants to manage change in their organisation.

- The Distinction between Change Management and Change Leadership
- The Influence of Communication during Change
- Approaches and Devices for Effective for Change Management
- Training Employee’s Stand to Change
- The Psychology of Work

## Course Objectives of Leading & Managing Change

### At the end of this course, attendees will be ready to:

- Learn Human Psychology
- Determine what change is and how it influences the way people to work
- Plan a proper change management model in their workplace
- Recognise people's responses to change and investigate the reasons why people suffer change
- Define organisational culture
- Improve functional skills in change leadership
- Plan and Execute an efficient Organisational Development (OD) based on enhanced performance

## Course Methodology of Leading & Managing Change

Delegates to this course will get exact training on the subjects included in the course outline with the facilitator using a variety of proven grown-up knowledge and facilitation methods.

This training course is very participatory and experiential. It includes analytical insight, consciousness building, and a lot of skill training in a group setting. The course methodology involves individualised and group exercises focused on skill growth. Case Studies and shows will highlight major instruction features. A variety of working assemblies and group interactions are in this training.

## Organisational Impact of Leading & Managing Change

- Effective methodologies that can help to promote change management forces
- Know the value of workplace psychology in change management
- Create a compelling vision for change with all those affected
- Promote the best manner to deliver organisational effectiveness
- Implement to change leadership chiefs to deliver successful change forces
- Generate a Strategy Directed Organisation (SFO) through the Implementation of Change

## Personal Impact of Leading & Managing Change

- Discover the fundamental elements of change leadership
- Improve skills in change management and leadership fit for any organisation
- Discover how to do practical change leadership implements
- Learn the five psychological stages of change management
- Understand problems around changing organisational culture
- Discover how to Promote and Achieve an efficient Performance Management System as a result of Change Management

## Target Audience of Leading & Managing Change

- All Managers and Leaders who want to improve their competencies in change management
- All Human Resource (HR) Personnel
- Characters who are likely to get up managerial positions in the future that will include managing change
- Engineers and other Technical Professionals going into Organisational Development (OD) or Business Partner (BP) functions
- Occupational Health & Safety and training staff included in change management
- Those who got their training in Change Management in past years and want to be made up to date with best practice in Change Leadership

## Course Outlines of Leading & Managing Change

### DAY 1

#### Understanding Human Psychology and its Impact on Change Management

- What is Human Psychology?
- Tip of the Iceberg Concept
- Understanding Yourself
- Developing Self-awareness, Trust and Communication
- How Attitudes are formed?

- Motivation at the Workplace and What Drives People to be Motivated
- The Key Drivers of Change
- The Need for Change Management

## DAY 2

## Approaches to Organisational Change

- Where do you start with Organisational Change?
- Anticipated Reaction to Change
- What are typically the things which are required to Change?
- Define the Scale of Organisational Change
- Approaches to Organisational Change
- Steps required to Implement Change
- How to Sustain Change?
- What is the impact of Appreciative Inquiry on Change Management?
- Organisational Alignment around the Change

## DAY 3

## Change Management and Change Leadership

- The Five Psychological Phases of Change and their Effective Management
- Difference between Change Management and Change Leadership
- Leadership and Culture in Change Management
- Change Management and Emotional Intelligence impact on Organisation Performance
- The Key Components of Emotional Intelligence Link to Leadership
- Emotional Quotient (EQ) vs. Intelligence Quotient (IQ)

## DAY 4

## Organisational Development (OD)

- What is Organisational Development?
- Introduction to Performance Management Tool Namely the Balanced Scorecard
- Defining Strategy and How to Translate It into Action and Execution
- SWOT and PESTEL Analysis
- Barriers and Success Factors to Strategy Execution – Culture, Leadership, and Human Factors
- Building a Strategy Focused Organisation (SFO)
- Introduction to Strategy Maps

## DAY 5

## Developing Performance Contracts Framework and Scoring Mechanism

- Developing a Business Plan Methodology to Achieve the Strategic Direction of the Organisation
- Developing and Implementing Performance Contracts Framework between CEO and Functional Managers within the Organisation
- Developing a Comprehensive Balanced Scorecard and Scoring Mechanism for your organisation using EXCEL
- Seminar Review and Wrap-up

### Register or ask about this course online

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