HR Management · HR59

Leading & Managing Change

Paris · 7 - 11 Dec 2026

Date	Venue	Duration
7 - 11 Dec 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 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, Organizational Culture and Change, Organizational 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 organizational change leadership.

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

- 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
- Recognize people's responses to change and investigate the reasons why people suffer change
- Define organizational culture
- Improve functional skills in change leadership
- Plan and Execute an efficient Organizational 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 individualized 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.

Organizational 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 organizational effectiveness
- Implement to change leadership chiefs to deliver successful change forces
- Generate a Strategy Directed Organization (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 organization
- Discover how to do practical change leadership implements
- Learn the five psychological stages of change management
- Understand problems around changing organizational 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 Organizational 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 Organizational Change

- Where do you start with Organizational Change?
- Anticipated Reaction to Change
- What are typically the things which are required to Change?
- Define the Scale of Organizational Change
- Approaches to Organizational Change
- Steps required to Implement Change
- How to Sustain Change?
- What is the impact of Appreciative Inquiry on Change Management?
- Organizational 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 Organization Performance
- The Key Components of Emotional Intelligence Link to Leadership
- Emotional Quotient (EQ) vs. Intelligence Quotient (IQ)

DAY 4

Organizational Development (OD)

- What is Organizational 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 Organization (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 Organization
- Developing and Implementing Performance Contracts Framework between CEO and Functional Managers within the Organization
- Developing a Comprehensive Balanced Scorecard and Scoring Mechanism for your organization using EXCEL
- Seminar Review and Wrap-up

Register or ask about this course online

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