



KVALIKON

VEZETÉSI TANÁCSADÓ ÉS
RENDSZERFEJLESZTŐ KFT.



1125 BUDAPEST, ISTENHEGYI ÚT 63/B.

CHANGE MANAGEMENT TRAINING

2 DAYS TRAINING

Goal of the training:

- The development of the organization's change management capability
- To understand change process and the components of change
- To improve participants' change management skills through specific tasks
- Understand change programs critical success factors
- Learn and practice conscious organizational change management techniques

Place of the training:

Recommended for:

Top Managers, HR Managers, Quality managers, Process Managers, Lean and Kaizen Managers, IT Managers, Project Managers, professionals involved in change programs, leaders

Date of the training:

Application date:

1. day

The definition of Change Management

- Challenges in managerial work
- Change, organizational change
- Steps of change: unfreeze, change, refreeze (Kurt Lewin)
- Motivation power of change
- Change dimensions, change levels
- Change actors and their roles, rate and extension of change

Role of a Change Manager

- Management, organizational tasks
- Communication tasks

Management of change

- Law of force-restaining force, Force field analysis
- Conscious change phases
- Planning change
- Managing change
- Communication of change within the company
- Follow-up the change
- Change management skill development exercises

2. day

The psychology of change

- Change curve
- Attitude towards change (Daryl Conner)
- Reactions to change
- Levels of commitment
- Mobilization, motivation; Resistance to Change
- Managing resistance to change
- Overcoming change resistance

Organizational learning, change programs

- Learning process, organizational learning
- Change programs (Organizational development, TQM, BPR, Benchmarking)
- Critical success factors of change programs
- Organizational culture (Edgar Schein), organizational cultural change

Developing change action plan

An action plan for managing a specific change program, presentation; How to deal with change at our company in a specific situation?

Exam