

Advanced Conflict Resolution & Change Management Mastery

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Kigali (Rwanda)

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Day 3: Change Management Fundamentals

- Models of organizational change and their practical applications.
- Assessing organizational readiness for change.
- Strategies to overcome resistance and build stakeholder buy-in.
- Crafting a compelling vision and narrative for change initiatives.

Day 4: Leading Change Initiatives

- Developing, communicating, and implementing change plans.
- Building coalitions and managing stakeholder relationships.
- Sustaining change through effective monitoring and evaluation.
- Measuring and analyzing change outcomes for continuous improvement.

Day 5: Integration and Advanced Applications

- Combining conflict resolution and change leadership for maximum impact.
- Case studies and role-playing exercises to practice learned skills.
- Developing a personal action plan for conflict and change leadership.
- Strategies for ongoing learning and continuous leadership development.

Individual Impact

Participants will:

- Resolve complex workplace conflicts with confidence and effectiveness.
- Lead organizational change initiatives successfully.
- Apply emotional intelligence to improve relationships and collaboration.
- Communicate more persuasively with diverse stakeholders.

Work Impact

Organizations will benefit from leaders who can:

- Manage disputes and disagreements proactively.
- Drive successful change initiatives that enhance performance.
- Build a collaborative and adaptive organizational culture.
- Strengthen team cohesion and engagement during transitions.

Training Methodology

This program combines theory and practical application through:

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- Interactive workshops and hands-on exercises.
- Real-world case studies and role-playing scenarios.
- Peer discussions and group problem-solving activities.
- Action planning to apply learning directly to the workplace.

Beyond the Course

Upon completion, participants will be equipped to:

- Resolve conflicts efficiently while maintaining trust and collaboration.
- Lead change initiatives that achieve measurable organizational results.
- Enhance their leadership presence through emotional intelligence and effective communication.
- Foster a resilient, adaptive, and high-performing workplace culture.

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