Mastering Change Management: Strategies for Success

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Paris (France)



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Why This Course

Change is now a constant part of organizational life. New technologies, restructuring, market shifts, regulatory requirements, process improvements, and evolving customer expectations all require people and organizations to adapt quickly and effectively.

Yet change does not succeed through plans alone. It succeeds when leaders understand how people experience transition, communicate with clarity, manage resistance, engage stakeholders, and sustain new behaviors over time.

This intensive 1-week course equips participants with essential change management skills and practical strategies for leading successful organizational transitions. Through proven frameworks, real-world case studies, stakeholder exercises, communication planning, and applied change tools, participants will learn how to guide teams through uncertainty and turn change initiatives into lasting organizational results.

What You'll Learn and Practice

By joining this program, you will:

- Understand key change management principles and models.
- Apply change models such as Kotter, ADKAR, and Lewin to real workplace situations.
- Assess organizational culture and readiness for change.
- Create a compelling change vision that builds commitment.
- Develop comprehensive change management plans.
- Build guiding coalitions and define key change roles.
- Analyze stakeholders and create engagement strategies.
- Communicate change clearly across different audiences.
- Overcome resistance using influence and persuasion techniques.
- Lead and support teams through transition.
- Measure change success and sustain new ways of working.
- Apply change management approaches in agile, virtual, and remote environments.
- Use emotional intelligence to lead change with empathy and confidence.



The Program Flow

Day 1: Foundations of Change Management

- Introduction to change management principles.
- Understanding why organizational change succeeds or fails.
- Key change models: Kotter, ADKAR, and Lewin.
- Understanding organizational culture and its impact on change.
- Assessing change readiness and organizational capacity.
- Identifying change risks, barriers, and opportunities.
- Practical exercise: Conducting a change readiness assessment.

Day 2: Leading Change

- Roles and responsibilities in change management.
- The role of leaders, sponsors, managers, and change agents.
- Developing a compelling change vision.
- Creating a change management plan.
- Building a guiding coalition.
- Aligning change initiatives with strategic priorities.
- Workshop: Designing a change vision and initial change management plan.

Day 3: Stakeholder Engagement and Communication

- Stakeholder analysis and mapping.
- Understanding stakeholder needs, concerns, influence, and expectations.
- Developing effective communication strategies.
- Creating clear messages for different stakeholder groups.
- Overcoming resistance to change.
- Influencing and persuasion techniques.
- Practical exercise: Building a stakeholder engagement and communication plan.

Day 4: Implementing and Sustaining Change

- Managing the transition process.
- Supporting people through uncertainty and adjustment.
- Reinforcing and anchoring changes into daily work.
- Measuring change success and adoption.
- Identifying change metrics, KPIs, and feedback mechanisms.
- Continuous improvement strategies.
- Workshop: Creating a change sustainability and measurement plan.



Day 5: Advanced Change Management Topics

- Change management in agile environments.
- Leading virtual and remote teams through change.
- Emotional intelligence in change leadership.
- Managing emotions, resistance, and uncertainty during transformation.
- Case studies and practical applications.
- Lessons learned from successful and failed change initiatives.
- Final activity: Presenting a complete change management action plan.

Individual Impact

- Strengthen your confidence in leading and supporting change initiatives.
- Improve your ability to apply change models in practical situations.
- Build stronger communication, influence, and stakeholder engagement skills.
- Enhance your ability to manage resistance and guide people through transition.
- Develop emotional intelligence for leading change with empathy and clarity.
- Gain practical tools for measuring and sustaining change success.

Work Impact

- Improve the success rate of organizational change initiatives.
- Strengthen stakeholder commitment, communication, and alignment.
- Reduce resistance, confusion, and uncertainty during transitions.
- Support smoother implementation of new processes, systems, and strategies.
- Improve accountability and visibility through change metrics and review routines.
- Build a more adaptable and change-ready organizational culture.

Training Methodology

This program uses a practical and interactive approach to help participants apply change management concepts to real organizational challenges. Learning methods include:

- Interactive discussions and guided facilitation.
- Change management case studies.
- Change readiness and culture assessment exercises.
- Vision development and change planning workshops.
- Stakeholder mapping and communication planning activities.
- Resistance management and influence role plays.
- Measurement, sustainability, and continuous improvement exercises.
- Group work, peer feedback, and practical action planning.



Beyond the Course

Upon completion, participants will be prepared to lead change with greater structure, confidence, and impact. They will return ready to:

- Develop comprehensive change management plans.
- Guide teams through transitions with clarity and empathy.
- Build stronger stakeholder engagement and communication strategies.
- Overcome resistance and increase buy-in.
- Measure adoption, progress, and change success.
- Sustain organizational changes through reinforcement, learning, and continuous improvement.

