MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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HR PROCESSES, CULTURE & CHANGE MANAGEMENT PROGRAMME

"Aligning HR Operations, Organizational Culture, and Change Strategy for Sustainable Transformation"

Schedule

Date	Venue	Fees
26 – 27 Feb 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate
04 – 05 Aug 2026	Doha, Qatar	USD 1995 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

In today's dynamic business environment, organizations must continuously adapt—but transformation cannot succeed without strong HR processes, supportive culture, and effective change management. HR plays a critical role in facilitating this alignment by ensuring systems, people, and culture are ready to embrace and sustain change.

This 2-day program helps HR professionals and business leaders link operational HR processes with cultural drivers and structured change methodologies. Participants will explore how to evolve HR functions, foster high-performance cultures, and manage change with clarity and engagement.

Objectives

By the end of this course, participants will be able to:

- Understand the connection between HR operations, organizational culture, and change outcomes
- Optimize HR processes to support agility and growth
- Diagnose and shape culture to align with strategic goals
- Apply change management models to lead successful transformations
- Build HR's role as a change enabler across departments

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Why Attend

- Drive sustainable change through culture and HR process alignment
- Modernize HR operations to be more strategic and responsive
- Lead or support cultural transformation initiatives
- Manage resistance and engage stakeholders in change
- Build a change-ready organization with strong HR foundations

Target Audience

This program is designed for:

- HR managers, business partners, and transformation leads
- Change management and organizational development professionals
- Department heads managing cultural or operational shifts
- Learning, performance, and talent management staff
- Anyone involved in HR strategy, digitalization, or organizational change

Individual Benefits

Key competencies that will be developed include:

- HR process mapping and improvement techniques
- Culture diagnosis and alignment methods
- Application of change models like Kotter, ADKAR, and Lewin
- Communication, influence, and engagement skills
- Capacity to lead or support organizational transformation

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved alignment between business goals and people strategy
- Increased agility in HR service delivery and decision-making
- Stronger cultural coherence during transformation
- Better-managed change initiatives with fewer disruptions
- Enhanced engagement and readiness for ongoing evolution

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – HR maturity models, culture frameworks, and change theory
- Case Studies – Organizational transformations and HR-led change initiatives
- Workshops – Process mapping, culture alignment, and stakeholder analysis
- Peer Exchange – Sharing tools and experiences across sectors
- Tools – Process audit templates, cultural health checks, and change management guides

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Course Outline

DETAILED 2-DAY COURSE OUTLINE

Training Hours: 07:30 AM – 03:30 PM **Daily Format**: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: HR Process Excellence and Culture Strategy

- Module 1: HR Process Effectiveness (07:30 – 09:30) • Key HR processes and their role in business strategy • Process mapping and continuous improvement • Automation, digital HR tools, and service delivery
- Module 2: Organizational Culture and its Influence (09:45 – 11:15) • What is culture? Observable vs. hidden aspects • Culture assessment and alignment tools • Linking culture to performance, innovation, and engagement
- Module 3: HR's Role in Cultural Alignment (11:30 – 01:00) • Influencing leadership, communication, and behavior • Values-based hiring, recognition, and decision-making • Culture change as a strategic HR priority
- Module 4: Workshop – Culture and Process Alignment (02:00 – 03:30) • Teams analyze how current HR processes support or hinder cultural goals

Day 2: Change Management for HR and Leaders

- Module 1: Leading Change from HR (07:30 – 09:30) • Role of HR as a change champion and facilitator • Diagnosing change readiness and resistance • Stakeholder mapping and change communication
- Module 2: Change Models in Practice (09:45 – 11:15) • Overview of Kotter, ADKAR, and Lewin models • Selecting and adapting frameworks to context • Integrating change into HR initiatives
- Module 3: Embedding Change and Sustaining Impact (11:30 – 01:00) • Change reinforcement, learning, and leadership alignment • Feedback loops, KPIs, and culture metrics • Creating a transformation roadmap
- Module 4: Final Workshop – Change Management Simulation (02:00 – 03:30) • Participants design a change plan for a realistic organizational scenario

Certification

Participants will receive a Certificate of Completion in HR Processes, Culture & Change Management, validating their ability to align HR operations, culture, and change management strategies to support long-term transformation.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: **+601116373203**	EMAIL: **info@mawaevents.net**

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