

COMPREHENSIVE CHANGE MANAGEMENT TRAINING

“Equip yourself with the tools, techniques, and strategies to manage organizational change effectively and drive successful transformations.”

Schedule

Date	Venue	Fees (Face-to-Face)
14 - 18 Jun 2026	Manama, Bahrain	USD 3495 per delegate

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

Introduction

Change is inevitable in today's fast-paced business world. This course provides comprehensive insights into managing organizational change, from strategy development to practical execution. Participants will gain hands-on experience in designing and implementing change management plans that foster resilience, enhance employee engagement, and drive sustainable success. With real-world case studies and interactive workshops, this course is ideal for professionals seeking to build or refine their change management expertise.

Objectives

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

- Understand the principles of change management and its importance in organizational success
- Apply key change management models to real-world scenarios
- Design and implement effective change management strategies and plans
- Assess the readiness of an organization for change and address resistance
- Develop communication strategies to ensure stakeholder buy-in during the change process
- Evaluate and measure the success of change initiatives

Why Attend

- Learn the essential skills to manage change processes effectively and reduce resistance
- Gain the ability to lead and support change initiatives in complex organizational environments
- Master tools and techniques that will help you guide teams through transitions smoothly
- Build your confidence in driving organizational transformations with proven change management strategies
- Enhance your understanding of how to evaluate the impact of change and ensure long-term success
- Learn to align change initiatives with business goals to achieve sustainable results

Target Audience

This program is designed for:

- Change managers, project managers, and business analysts responsible for driving or supporting change in organizations
- HR professionals involved in talent management and organizational development
- Senior leaders and executives tasked with overseeing strategic transformations
- Consultants and professionals working in transformation, process improvement, and organizational development

Individual Benefits

Key competencies that will be developed include:

- Expertise in change management processes and methodologies
- Ability to lead and manage change initiatives effectively
- Enhanced communication skills to manage stakeholders through change
- Proficiency in assessing and addressing resistance to change
- Capacity to measure and evaluate the outcomes of change initiatives

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- A structured approach to implementing and managing organizational change
- Increased employee engagement and reduced resistance to change
- Improved organizational performance through effective change management
- Enhanced leadership capabilities in guiding teams through transitions
- The ability to align change initiatives with overall business strategy for long-term success

Instructional Methodology

The course follows a blended learning approach combining theory with practical applications:

- Strategy Briefings - Overview of key change management theories, models, and tools
- Case Studies - Real-world examples of successful and unsuccessful change management initiatives
- Workshops - Hands-on exercises to create change management plans and tackle resistance issues
- Peer Exchange - Group discussions and feedback sessions to learn from real-life experiences
- Tools - Access to templates for creating change management plans, stakeholder assessments, and communication strategies

MAWA EVENTS

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Course Outline

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Introduction to Change Management

- Module 1: Fundamentals of Change Management – 07:30–09:30
- Introduction to change management and its role in organizational success
- Key principles and components of change management
- Overview of common change management models (e.g., Kotter's 8-Step, ADKAR, Lewin's Change Model)
- Module 2: Understanding Change Drivers and Resistance – 09:45–11:15
- Identifying drivers of change in organizations
- Analyzing sources of resistance to change
- Strategies for overcoming resistance and fostering a positive attitude toward change
- Module 3: Change Management Process – 11:30–01:00
- Steps involved in the change management process
- Developing a change management strategy and roadmap
- Setting goals and objectives for successful change implementation
- Module 4: Workshop – Change Readiness Assessment – 02:00–03:30
- Hands-on exercise to assess an organization's readiness for change
- Identifying potential challenges and opportunities for improvement

Day 2: Designing and Implementing Change Management Plans

- Module 1: Designing a Change Management Strategy – 07:30–09:30
- Developing a structured change management plan
- Aligning the change strategy with business objectives and goals
- Defining roles and responsibilities for managing change
- Module 2: Communication Strategies for Change – 09:45–11:15
- Creating effective communication plans to ensure stakeholder buy-in
- Developing messages that resonate with different audiences
- Choosing the right communication channels for change initiatives
- Module 3: Stakeholder Engagement and Management – 11:30–01:00
- Identifying and mapping stakeholders in the change process
- Techniques for managing stakeholder expectations and involvement
- Building support from key influencers within the organization
- Module 4: Workshop – Developing a Communication Plan – 02:00–03:30 ● Hands-on exercise to create a change communication plan for a specific project ● Group feedback and discussion on communication strategies

Day 3: Managing Change Implementation

- Module 1: Leading Change – 07:30–09:30
- Leadership skills for driving successful change initiatives
- Building a change-ready culture and engaging employees
- Techniques for maintaining momentum and motivating teams during transitions
- Module 2: Addressing Challenges and Overcoming Resistance – 09:45–11:15
- Common challenges in implementing change and how to overcome them
- Techniques for managing resistance and building resilience
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Case studies of successful change management and overcoming obstacles

- Module 3: Measuring and Evaluating Change Success – 11:30-01:00
- Defining success criteria and KPIs for change initiatives
- Tools and techniques for evaluating the impact of change
- Post-implementation reviews and continuous improvement
- Module 4: Workshop – Measuring Change Effectiveness – 02:00-03:30
- Hands-on activity to develop a measurement plan for evaluating a change initiative
- Group discussion on success stories and lessons learned

Day 4: Real-World Application and Advanced Techniques

- Module 1: Advanced Change Management Models – 07:30-09:30
- Deep dive into advanced change management frameworks
- How to apply these models to complex and large-scale change projects
- Module 2: Integrating Change Management with Project Management – 09:45-11:15
- Aligning change management with project management methodologies
- Managing change in the context of project scope, timelines, and budgets
- Module 3: Organizational Culture and Change – 11:30-01:00
- The role of organizational culture in successful change implementation
- Strategies for embedding change into organizational culture and behavior
- Module 4: Group Exercise – Organizational Change Strategy – 02:00-03:30
- Teams will develop a comprehensive change management strategy for a complex organizational change scenario

Day 5: Review, Feedback, and Wrap-Up

- Module 1: Review of Key Concepts and Takeaways – 07:30-09:30
- Review of the major change management principles and tools covered throughout the week
- Discussion on how to apply these concepts in your organization
- Module 2: Preparing for Future Change Initiatives – 09:45-11:15
- Preparing yourself and your organization for future change initiatives
- Creating a sustainable framework for continuous change management
- Module 3: Final Q&A and Peer Exchange – 11:30-01:00
- Open session for questions, peer discussion, and sharing experiences
- Module 4: Certification and Course Close – 02:00-03:30
- Distribution of certificates
- Final group discussion and feedback on the course

Certification

Participants will receive a Certificate of Completion in Comprehensive Change Management, validating their ability to manage and lead successful change initiatives in any organizational context.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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Interested in running this course for your team?

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