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HUMAN RESOURCES AND TRAINING | HRT-069

Change Management for HR

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Course content

Why Attend

Why Attend Organizations are constantly adapting to changing business environments, technologies, and workforce expectations. HR professionals play a critical role in ensuring successful change implementation by supporting employees, managing resistance, and fostering engagement. This course provides practical tools and strategies for planning, communicating, and leading organizational change while maximizing employee commitment and organizational performance.

Course Methodology The course combines presentations, case studies, practical exercises, group discussions, role plays, change simulations, stakeholder analysis workshops, and action-planning activities to ensure practical application of change management principles.

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

- Understand the principles and frameworks of organizational change management
- Define HR's strategic role in leading and supporting change initiatives
- Develop structured change management plans and stakeholder strategies
- Communicate change effectively to different audiences
- Manage resistance and build employee readiness for change
- Enhance workforce capability and engagement during transformation initiatives
- Develop sustainable approaches for successful organizational change

Target Audience

- HR managers and professionals
- Organizational development specialists
- Learning and development professionals
- Change management practitioners
- Talent management specialists
- Business partners and department managers

Course content

Target Audience

• Leaders involved in transformation initiatives

Target Competencies

• Change management

• Stakeholder engagement

• Strategic communication

• Employee engagement

• Organizational development

• Leadership and influence

• Training and capability development

• Resistance management

Course outline

Day 1: Foundations of Change Management and the HR Role

• Understanding the impact of organizational change on people and performance

• Exploring key principles and models of change management

• Examining the strategic partnership between HR and business leaders during transformation

• Understanding HR's roles in designing, communicating, and supporting change initiatives

• Applying human-centered approaches to organizational transformation

• Evaluating the people-related implications of change programs

Day 2: Planning and Preparing for Successful Change

• Designing structured and effective change management initiatives

• Building executive sponsorship and organizational support for change efforts

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Course outline

• Identifying key stakeholders and developing engagement strategies

• Establishing effective change management teams and governance structures

• Assessing organizational readiness and change preparedness

• Identifying and addressing barriers that may impact successful implementation

Day 3: Strategic Communication During Change

• Understanding the importance of communication in successful change initiatives

• Developing clear and compelling change messages

• Building communication plans aligned with organizational objectives

• Understanding audience needs, concerns, and expectations

• Selecting appropriate communication channels and delivery methods

• Using emotional intelligence and engagement techniques to strengthen communication effectiveness

Day 4: Managing Resistance and Developing Capabilities

• Understanding employee reactions and responses to organizational change

• Applying coaching approaches to support employees through transitions

• Identifying and addressing resistance to change effectively

• Assessing capability gaps and identifying development requirements

• Designing learning and development plans to support change initiatives

• Building employee confidence, adaptability, and growth-oriented mindsets

Day 5: Sustaining Engagement and Embedding Change

• Understanding the role of employee engagement in successful change outcomes

• Strengthening team collaboration, resilience, and commitment during periods of transition

• Applying reinforcement strategies to sustain desired behaviors and performance

Course content

Course outline

- Addressing ethical considerations and challenges associated with organizational change
- Measuring the effectiveness and impact of change initiatives
- Final workshop: Developing and presenting a comprehensive HR-led change management plan

Seminar dates

Available seminar dates

Live dates and pricing for Change Management for HR generated from the course details page.

Date	Location	Format	Fee
Dates on request	Venue on request	Classroom	**Contact us**

Live online option	Online delivery is available at €1,850.-.