



HARNESS THE POWER  
OF KNOWLEDGE

**Leading Through Change:  
Mastering Change Management  
for HR Professionals**

**TRAIN**



**Introduction:**

In today's dynamic business environment, organizations undergo frequent changes.

HR professionals play a pivotal role in navigating these transitions smoothly and ensuring employee buy-in

This comprehensive 5-day training program, delivered by Global Business Minds, equips HR professionals with the specialized knowledge and skills to become effective change champions.

Learn proven change management strategies, understand employee reactions to change, and develop your communication and engagement skills to lead your organization through transformative periods.

**Program Goals:**

- Develop a comprehensive understanding of change management principles: Master the theory and frameworks behind successful change initiatives
- Assess your organization's change readiness: Identify strengths, weaknesses, and opportunities for improvement in your change management approach
- Understand the human side of change: Explore employee emotions and resistance during change and develop strategies to address them
- Design effective change communication strategies: Craft clear, concise, and compelling messages to keep employees informed and engaged
- Lead and manage change initiatives: Develop your skills in stakeholder engagement, project management, and building a resilient workforce during change
- Navigate communication challenges: Learn to address resistance, manage rumors, and foster open communication throughout the change process
- Measure the success of change initiatives: Employ evaluation frameworks to track progress and ensure your change management strategies deliver desired results
- Develop your role as a change agent within HR: Become a trusted advisor to senior leadership and help navigate complex change initiatives within the HR function

**Training Agenda:****Day 1: Understanding Change Management for HR:**

- Demystifying change management models and frameworks (eg, Kotter's 8-Step Change Model, ADKAR Model)
- Understanding the role of HR in change management initiatives
- Assessing your organization's change readiness and identifying potential roadblocks
- Developing a communication plan tailored to different stakeholder groups in HR

**Day 2: The Human Side of Change:**

- Exploring employee emotions and resistance to change: understanding why people resist change and how to address it
- Developing strategies to manage resistance, promote buy-in, and build trust during change initiatives
- Creating a culture of psychological safety: Encouraging open communication and feedback during times of change
- Developing your emotional intelligence to navigate challenging conversations about change

**Day 3: Leading and Managing Change Initiatives:**

- Planning, developing, and implementing effective change management strategies within the HR function
- Effectively managing stakeholder engagement throughout the change process
- Applying project management principles to track progress, manage resources, and mitigate risks during change initiatives

- Developing a communication toolkit for delivering change messages through various channels

#### **Day 4: Communication Strategies for Change:**

- Crafting clear, concise, and compelling messages tailored to different employee audiences
- Overcoming communication challenges: addressing rumors, misinformation, and anxieties
- Mastering different communication channels for effective change communication (eg, town halls, email, intranet platforms)
- Developing active listening skills and fostering open communication during change

#### **Day 5: Measuring Change Success and Building Resilience:**

- Learning evaluation frameworks to measure the effectiveness of change management initiatives
- Demonstrating the return on investment (ROI) of change management to stakeholders
- Developing a resilient workforce: Strategies to help employees adapt to change and navigate challenging transitions
- The future of change management: Emerging trends and best practices for HR professionals in a constantly evolving environment

#### **Target Audience:**

This program caters to a diverse audience, including:

- HR professionals at all levels seeking to become effective change champions within their organizations
- Business leaders and managers relying on HR expertise to navigate organizational change
- Anyone interested in developing their change management skills and supporting successful transitions within HR functions