

MANAGING ORGANIZATIONAL CHANGE

Introduction

Organizations are changing at an incredible pace. Every day, new projects and initiatives are introduced to amplify performance, reduce costs, increase efficiency, boost profits, and improve product quality and customer satisfaction. However, changes do not always deliver the promised results, particularly when not managed well. Consequently, change management has become a critical skill for organizational leaders at all levels within the organization. This program will give you the knowledge and tools that you can then confidently apply in your organization and improve the chances of implementation success.

This program is designed for those responsible for leading change in organizations. Participants are commonly organizational change leaders, project managers, HR professionals, IT specialists, and Change/OD practitioners. While the primary references are made to business organizations, professionals from public organizations and non-profits, and entrepreneurs will also benefit from the program.

Objectives of the Program

On completion of the program, participants will

1. Understand the fundamentals of change management and its effectiveness
2. Be able to communicate the benefits of a well-managed change
3. Learn how to write a business case for change
4. Identify and understand how to address change stakeholders' concerns
5. Be able to develop a change management plan

Pedagogy of the Program

This program is designed as an active and intensive learning experience. During the three-day program, participants will gain evidence-based knowledge, skills, and tools that will prepare them for managing change in their organizations. Experiential learning assignments, team exercises, facilitated group discussions, case analyses, and a simulation will be used as pedagogical tools. Participants will be required to read and analyze the study materials in advance for effective discussion and learning during the MDP. Participants are encouraged to bring a live change project where they can apply the program material. It is recommended that the participants bring a laptop with them.

Indicative Content of the Program

Day 1

1. Why change Management ?
2. Change management theories and models
3. Evidence –based tools for managing change
4. Case discussion

Day 2

1. Preparing for change : Change readiness
2. Communication plan for change
3. Sponsor and change recipients" buy-in
4. Case discussion

Day 3

1. Managing change resistance
2. Training for change
3. Coaching for change
4. Participant change project presentations.

Program Director: Prof. Viraj Varma

Fees (Per Candidate):Rs 27300+GST (Non Residential-In Campus),Rs 21000+GST(Online)

Proposed Dates:March 22 to 24,2022