Managers often find themselves faced with the need to manage organizational change, which can be met with resistance, and employees can have different reactions to both the change and the means to promote the change.

This training is designed to help leaders and managers become more effective change managers by understanding the reasons for change, how to communicate the need for change to the organization, the different types of resistance and how to respond to them, and how to adopt a model of change management that is sustainable and adaptable to ongoing change in the workplace.

Course Objectives
Following the completion of this course, participants will be able to:

- Understand the reasons for organizational change

- Understand why individuals often resist change and how to approach individuals at different levels of the resistance spectrum

- Apply change models to actual organizational change efforts, using the concept of unfreeze, change, refreeze

- Understand how to plan and execute an organizational change

- Identify guidelines for overcoming resistance to change

- Apply learned change management skills

The course follows an interactive format that caters to various learning styles. In addition, behavioral-based application and action planning is a part of every course Horizon Point facilitates.

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