

## **IMix Course Overview**

**Title:** Change Management & Leadership

**Length:** 2 days

Rationale/purpose of the course:

- What does the course/module seek to achieve?
  - This course concentrates on fundamental change management perspectives as a pillar for business sustainability and examines cutting-edge change management initiatives. Integration with Project Management, Engagement and communication plans, and stakeholder management are within course scope as well as high-level discussions about steering committees and change management indicators.
- Why is the course important?
  - Organizations change consistently, and most of them struggle with creating the case for change, to create employee buy-in, and to make change stick in the long run. Professionals are constantly allocated to special projects designed to implement changes. This ever-changing scenario reinforces the need for insightful training using a consistent and effective framework.
- Who should attend?
  - Professionals in charge or getting ready to prepare and conduct change in organizations, including, but not limited to managers, project managers, PMO assistants, and members of transformation programs. No previous exposure to organizational change management is required.

Instructor: Rafael Chiuzi, Assistant Professor, Organizational Behavior and HR Management and consultant

Issues/Topics to be covered:

- Change Management Models
- Creating the Business Case for Change
- Change Leadership
- Stakeholder management
- Engagement and Communication plan for Change
- Integration of Change Management with Project Management
- Change Management Indicators
- Preparing for Steering Committees and/or Sponsorship Meetings

Modes of instruction:

- Discussion
- Case studies
- Interactive Sessions