

MANAGING ORGANIZATIONAL CHANGE EFFECTIVELY CERTIFICATION

As per International Standards



UNICHROME

Unichrone Training **Advantages**

- ✓ 2 Day Interactive Instructor –led Online/Classroom or Group Training
- ✓ Course study materials designed by subject matter experts
- ✓ Mock Tests to prepare in a best way
- ✓ Highly qualified, expert & accredited trainers with vast experience
- ✓ Enrich with Industry best practices and case studies and present trends
- ✓ Managing Organizational Change Effectively Training Course adhered with International Standards
- ✓ End-to-end support via phone, mail, and chat
- ✓ Convenient Weekday/weekend Managing Organizational Change Effectively Training Course schedule



About Unichrone

✓ We are a professional training institute with an extensive portfolio of professional certification courses. Our training programs are meant for those who want to expand their horizons by acquiring professional certifications across the spectrum. We train small- and medium-sized organizations all around the world, including in USA, Canada, Australia, UK, Ireland and Germany.



Guaranteed Quality



Handpicked Trainers



Global Presence



Online Training Option

We've trained professionals across global companies



AkerSolutions



Importance of Managing Organizational Change Effectively Training

- ✓ Managing Organizational Change Effectively Certification helps individuals have a toolkit that is acceptable in an organization for dealing with change. This credential shows one's capacity to execute change efforts for organizational improvement while keeping in mind aspects such as the involvement of the various organizational members, modes of communication to use in relation to change, and how to manage resistance to such change. These skills enable them to become useful transformers in their respective organizations to facilitate change and realization of target results.
- ✓ Through Managing Organizational Change Effectively Training, participants are able to learn about organizational change and how to deal with it effectively. The program covers major change management concepts, such as communication plans, stakeholders' engagement, and handling resistance. The learners will acquire skills in understanding processes of change, incorporating change initiatives into organizational contexts, and developing change-ready in its cultures. Discussed areas include having a clear vision of change processes, process of mapping out implementation frameworks, and ways of evaluating success of change.

ELIGIBILITY CRITERIA

- ✓ Aspirants need not meet any requirements to pursue Managing Organizational Change Effectively Training Course. However, having prior knowledge is beneficial.

WHO SHOULD ATTEND

- ✓ Any individual who wants to gain skills to understand organizational change can enroll in the Managing Organizational Change Effectively Training course.

MANAGING ORGANIZATIONAL CHANGE EFFECTIVELY CERTIFICATION ADVANTAGES



CERTIFIES
YOUR TALENT



HELPS
BUILDING
VALUES



GLOBAL
RECOGNITION



PERFECT
EXECUTION



BUILDS
CUSTOMER
LOYALTY



MORE
EMPLOYABILITY
OPTIONS

Syllabus of Managing Organizational Change Effectively Training

Lesson 01 – Introduction to Managing Organizational Change

1. What is Organizational Change?

Lesson 02 – Why is Change Necessary?

1. Overview
2. Reasons Why Change is Necessary for an Organization
 - Adapting to New Market Trends
 - Improving Efficiency
 - Responding to External Factors
 - Encouraging Innovation
 - Attracting and Retaining Talent

Lesson 03 – Effects of Change

1.	Increased Productivity
2.	Improved Morale
3.	Resistance to Change
4.	Improved Innovation

Lesson 04 – Nature of Organizational Change

1.	Introduction
2.	<p>Characteristics of Organizational Change</p> <ul style="list-style-type: none">• Continuous• Multifaceted• Disruptive• Driven by External Factors

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Lesson 05 – Change Processes

1.	Assessment
2.	Planning
3.	Communication
4.	Implementation
5.	Monitoring and Evaluation

Lesson 06 – Required Leader Behavior

1.	Qualities of a Good Leader
2.	Situational Leadership

Lesson 07 – Schein’s Primary Embedding Mechanisms

1.	Artefacts
2.	Values
3.	Assumptions
4.	How Leaders Spend Their Time
5.	How Leaders React To Problems
6.	How Leaders Allocate Resources
7.	How Leaders Reward/Penalize

Lesson 08 – Leading People through Change

1.	Overview
2.	Key Strategies for Leading People <ul style="list-style-type: none">• Communicate Clearly and Frequently• Address Concerns and Resistance• Provide Support and Resources• Lead by Example

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Lesson 09 – People-Centered Approaches

1.

- Learning and the Process of Change
- Interpersonal
 - Mass Communication

Lesson 10 – Interpreting Behavior

1.

Maslow's Hierarchy of Needs

2.

Surviving and Learning Anxieties

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Lesson 11 – Encountering and Dealing with Resistance

1.

Challenges

- Leadership
- Employees
- Change Manager
- Project Manager

Lesson 12 – Why is there resistance?

1.

Overview

2.

Common Causes of Resistance to Change

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Lesson 13 – Challenging Attitudes and Beliefs

1.

Steps to Facilitate the Process

- Identify the Problematic Attitudes and Beliefs
- Understand the Root Cause
- Create a Safe Space for Dialogue
- Provide Education and Training
- Foster a Culture of Inclusivity and Respect

Lesson 14 – Motivating Individuals

1.

Strategies that can be Used to Motivate Individuals

- Set Clear Goals and Expectations
- Provide Feedback and Recognition
- Offer Incentives
- Create Opportunities for Growth and Development
- Foster a Positive and Supportive Workplace Culture

2.

Expectancy Theory

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Lesson 15 – Effective Communication Techniques

1.	Active Listening
2.	Clear and Concise Language
3.	Open Communication
4.	Feedback
5.	Clarity
6.	Nonverbal Communication

Lesson 16 – Setting and Working Towards Goals

1.	Break Goals Down into Manageable Steps
2.	Create a Plan of Action
3.	Identify and Allocate Resources
4.	Monitor Progress

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Lesson 17 – Clear Visions

1.	Involve Key Stakeholders
2.	Communicate the Vision
3.	Align Organizational Culture with the Vision
4.	Set Specific Goals and Objectives

Lesson 18 – Converting New Practices into Habits

1.	Create a Plan
2.	Start Small
3.	Consistent Reinforcement
4.	Identify and Address Barriers

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Lesson 19 – Prioritizing

1.	Overview
2.	Difference Between Urgency and Importance

Lesson 20 – Providing Support

1.	Establish an Open-door Policy
2.	Encourage Feedback
3.	Offer Training and Development Opportunities
4.	Provide Resources

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Lesson 21 – Coaching and Feedback

1.	Developmental Feedback
2.	Coaching
3.	Feedback Mechanisms

Lesson 22 – Monitoring and Evaluating Organizational Change

1.	Change Impacts
2.	Methods for Capturing Information
3.	Cloud Challenges
4.	Controller-Processor Contract
5.	Checklist
6.	Data Controller - Summary

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Lesson 23 – Learning from Experience

1.	Overview
2.	Key Areas for Focus

Exam Format of Managing Organizational Change Effectively Certification

Examination Format	
Exam Name	Managing Organizational Change Effectively Exam
Exam Format	Multiple Choice
Total Questions & Duration	30 Questions, 1 Hour
Passing Score	Minimum passing score of 70%
Exam Cost	Included in training fee

To get you fully prepared with the knowledge and skills for Managing Organizational Change Effectively, a training session at Unichrone gives immense importance to mock questions at the end of every module and problem-solving exercises within the session. Prepared by certified faculty, the practice tests are a true simulation of the Managing Organizational Change Effectively exam.

Contact Us

support@unichrone.com



<https://unichrone.com/>

