

“Reengineering and Change Management” Training Program (English Material)

Course Length: 25 Hours @ 5 days

Objectives

The Main Objective:

Learn how to assess and enhance the organization’s capacity for effective implementation of change. Learning successful and efficient change management techniques in order to keep up with the current professional and market trends.

The Objectives:

- Define the roles and composition of an effective reengineering team.
- Write a project plan that engages top management in the process.
- Select a reengineering methodology that capitalizes on best practices.
- Learn from customers, employees, and other companies about breakthrough ideas.
- Develop a compelling business case for change, and quantify costs and benefits.
- Develop and implement a change management plan to address the human side of change.

Expected Accomplishments:

- Assess organization’s readiness for change
- Building sponsorship and coalitions for change
- Diagnosing sources of resistance to change
- Diagnosing systemic road blocks to change
- Developing strategies to deal positively with resistance to change

Who can attend:

Executives and top management staff plus leaders who would like to obtain commitment from their subordinates, team and organization in order to support the change process.

Outlines

- Defining change management
- Understanding levels of change
- Dealing with the impact of change
- Creating a change management plan

- Leadership and communication techniques to facilitate change
- How to sustain change
- How to learn from implemented change initiatives: lessons from successes and failures
- Create an effective team.
- Choose your reengineering methodology.
- Select and work effectively with outside experts.
- Prepare your team for reengineering design.
- Idea generation.
- Change management planning.
- Gain an understanding of the key components of change management.
- Identify resources to build change management competency in your organization.
- Learn the basics of ADKAR model for helping employees through the change process. Organize and present your solution to key business leaders and your organization.
- Action plans