

Change management: understanding individuals and key stages

Duration: 0,5 day

Audience: Chargé de projet|Professionnel RH

Who is this training for?

- Managers and project managers
- Teams in transformation
- HR professionals or organizational transformation
- Team leaders facing strategic or operational changes

Training objectives

- Explain the importance of the human dimension in transformation projects
- Describe the main steps in change management •
- Explore and understand the basic tools of Edgenda's GoC kit
- Apply some of these tools to your own organizational context

Summary

In a context where organizations must continually adapt to technological, structural or cultural transformations, managers play a key role in facilitating the adoption of change. This interactive training provides a clear vision of the essential steps of change management (GoC), understands the human dimension of change and becomes familiar with concrete tools to apply to a real project.

Course outline

Understanding the human dimension in change

- Identifying the key elements of change management
- The human being at the center of change

Having a structured intention and agile interventions

- Relevance of having a structured and flexible model in GDC
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Presentation of an approach based on the individual: DéFI

Identify the GDC reflexes of a successful change

- Clarification of the change
- Identification of stakeholders and impacts
- Intervention strategies with
- Consolidation of the network of allies
- Measurement and adjustment of the GDC strategy

Sharpen your reflexes in the context of change

- Putting concepts into practice, group discussion on situations or projects experienced by the participants

Approach and methodology

- Conceptual and interactive contributions
- Anchoring and analysis activities
- Case studies and scenarios
- Concrete application of participants to a change project

Recommendations

Participants are invited to reflect on recent experiences of change in their organization, whether positive or more challenging. It is recommended to identify a current or future transformation project or situation in order to facilitate the concrete application of the proposed concepts and tools.