



PROJACS ACADEMY  
by @egis



## Excellence in Change Management

الابتكار والابداع في التعامل مع ادارة التغيير وتحقيق الاهداف

12 - 16 June 2023

Tbilisi / Georgia

## Introduction

This specific training offers to participants a variety of substantial information about the great challenges faced by all organizations and how to deal with changing factors and circumstances. Given the ever-increasing pace of change in the modern business world, organizations must either become effective at adaptation or face the risk of being left behind. The ability to perceive trends in the marketplace and to design and implement effective change is a core competency for long-term success.

It is going to be a 5-day seminar through which participants will interact and work together through group activities in order to better assimilate and apply the concept of change management in the workplace from concept to application. The training will also help participants to update and develop their knowledge, skills and attitude towards change through several real-life case studies, videos, valuable exercises and self-test that will be assigned to them during this program.

## Objectives

This course will address the value and benefits of change Management including both organizational change management processes. This will also cover individual changing beliefs towards best practices and how to effectively manage their manners, attitude, behaviors and reactions to change. In that special training program, participants are offered leading edge knowledge and approaches for analyzing current strategies, and implementing successful change management processes.

## Who Should Attend?

We expect the target audience to represent the middle management and supervisory levels in the companies. However, any person who is interested to attend this workshop is most welcome to join us in this program.

## Course Outline

### Day One

#### **The Change Problem & Its Solutions**

- Introducing the concept of change and its implications.
- Discussing the reasons why change happens in business.
- Describing the cycle of organizational change.
- Explaining the models of organizational dynamics.
- Clarifying successful change indicators and the forces that drive it.
- Explaining the sources and conditions why people fear change.

### Day Two

#### **The Eight-Stage Process**

- Highlighting the nature and types of change.
- Understanding and analyzing people's reactions to change.
- Stating the reasons why some business fails in coping with change.
- Developing good and healthy relationships with stakeholders.
- Establishing a sense of urgency for change and reasons behind it.

### Day Three

#### **Some Major Facts to Deal with Change**

- Developing a clear vision and strategy about change.
- Promoting effective communication skills to deal with change.
- Empowering staff for Broad-Based actions.
- Generating short term win-win situations.
- Anchoring new approaches in developing a good organizational culture.
- Discussing the effective politicking in the workplace and their major effects.

### Day Four

#### **Performance Management & Development**

- Linking performance management with changing factors and circumstances.
- Highlighting the key factors that necessitate people to improve their performance.
- Coping with various changes and seeking better results and outcomes.
- Developing individual self-efficacy to better achieve the desired goals.
- Identifying the main challenges faced and seeking constructive feedback.
- Preparing a personal development plan and ensuring professional development.

## **Day Five**

### **Presentations & Feedback**

- Delivering short presentations about selected topics.
- Identifying individual strengths and weaknesses.
- Mapping the course and exchanging thoughts/ideas.
- Providing professional advice and recommendations.
- Giving and receiving feedback about the training program.

## Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a binder containing a copy of the presentation. slides and handouts.
- Post-assessment

## Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

## Schedule

The course agenda will be as follows:

- |                     |                  |
|---------------------|------------------|
| • Technical Session | 08.30-10.00 am   |
| • Coffee Break      | 10.00-10.15 am   |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break      | 12.15-12.45 pm   |
| • Technical Session | 12.45-02.30 pm   |
| • Course Ends       | 02.30 pm         |

## Course Fees\*

- **3,600 USD**  
*\*VAT is Excluded If Applicable*

## المقدمة

يقدم هذا التدريب للمشاركين مجموعة متنوعة من المعلومات الجوهرية حول التحديات الكبيرة التي تواجهها جميع المنظمات وكيفية التعامل مع العوامل والظروف المتغيرة. بالنظر إلى وتيرة متزايدة من التغيير في عالم الأعمال الحديثة، ويجب على المنظمات إما أن تصبح فعالة في التكيف أو تواجه خطر التخلف عن الركب. فالقدرة على إدراك الاتجاهات في السوق وتصميم وتنفيذ التغيير الفعلي هي الكفاءات الأساسية للنجاح على المدى الطويل.

انها ستكون حلقة دراسية لمدة ٥ أيام من خلالها سوف يتفاعل المشاركون ويتم العمل معا من خلال الأنشطة الجماعية من أجل استيعاب وتطبيق مفهوم إدارة التغيير في مكان العمل من المفهوم إلى التطبيق على نحو أفضل. وسوف يساعد أيضا تدريب المشاركين على تحديث وتطوير معارفهم ومهاراتهم والموقف تجاه التغيير من خلال العديد من دراسات الحالة من واقع الحياة، وأشرطة الفيديو، وتمارين قيمة والاختبار الذاتي الذي سيخصص لهم خلال هذا البرنامج.

## الاهداف

تتناول هذه الدورة التدريبية قيمة وفوائد إدارة التغيير بما في ذلك عمليات إدارة التغيير التنظيمي. سيغطي هذا أيضا المعتقدات الفردية المتغيرة تجاه أفضل الممارسات وكيفية إدارة سلوكياتهم ومواقفهم وسلوكياتهم وردود أفعالهم تجاه التغيير بشكل فعال. في هذا البرنامج التدريبي الخاص، يتم تقديم المعرفة والنهج الرائدة للمشاركين لتحليل الاستراتيجيات الحالية، وتنفيذ عمليات إدارة التغيير الناجحة.

## الحضور

نحن نتوقع من الجمهور المستهدف لتمثيل الإدارة الوسطى والمستويات الإشرافية في الشركات. ومع ذلك، فإن أي شخص مهتم لحضور ورشة العمل هذه هو موضع ترحيب للانضمام إلينا في هذا البرنامج.