

## *Mastering Change Management*

### Course Outline:

#### Module 1: Introduction to Change Management

- Understanding organizational change and its key drivers
- Why change management matters in today's dynamic environment
- Common barriers and challenges in change initiatives
- Roles of leaders, managers, and employees in change

#### Module 2 (Updated): Human and Psychological Aspects of Change

- The human side of change: emotions and employee responses
- Stages of change acceptance (Shock – Resistance – Exploration – Commitment)
- Emotional intelligence as a tool for leading change
- Strategies to handle individual and group resistance
- Creating a supportive culture that encourages change adoption

#### Module 3: Planning and Leading Change

- Assessing organizational readiness for change
- Stakeholder analysis and engagement strategies
- Communicating the vision and objectives effectively
- Building strong leadership and sponsorship for change

#### Module 4: Implementing Change Strategies

- Developing a change action plan
- Overcoming resistance with practical tools and techniques
- Ensuring alignment between culture, processes, and people
- Enhancing organizational capability and readiness

## Module 5: Sustaining and Evaluating Change

- Monitoring progress and measuring impact
- Key metrics and KPIs for change success
- Embedding change into organizational culture
- Continuous improvement and feedback loops
- Case studies and lessons learned

Location	Expert Headquarter - Cairo
Start Date	31 Aug 2025
End Date	04 Sep 2025