



**First Select**

## **Getting the Most of Change**

Date	Venues	(\$) <b>Fees</b>	Book your seat
14 Dec -18 Dec 2025	Bahrain	2900	<a href="#">Register Now</a>

### **Objectives:**

By the end of the program, participants will be able to:

- Understand Plan and Manage Change effectively.
- Recognize different models of change.
- Use a systematic process to identify potential changes.
- List reasons why people resist changes.
- Explain the phases of accepting change.
- Describe the change effect and how it can be used to shift perception and frame change.
- Demonstrate how to positively handle those who resist change.
- Describe how you will handle change in the future.
- Begin implementing goals created during the session.

### **Who should attend?**

This program is suitable for all levels of Management and Supervisory staff, who want to lead and develop their teams to high levels of commitment and productivity.

### **Course Outline:**

#### **A frame work for Change:**

- Understanding the influence of organizational culture and values
- Alignment of change strategy to organizational objectives
- The business case for change
- Critical success factors

#### **The Human Factor:**

- Roles and responsibilities within the change process
- Identifying key resisters and their concerns
- Communicating with influence
- Unleashing hidden potential
- Embedding new behaviors to support collaborative change

#### **Change Processes:**

- Exploration of theoretical models
- Strategic and tactical planning of change processes
- Setting objectives
- Goals and controls
- Evaluation and realignment of process
- Feedback processes

- The use of ambassadors or champions

#### Resources Management:

- Identifying and allocating the resources required
- Cost- benefit analysis
- Measures and controls

#### Behavioral Analysis Tools:

- Individual Inventory
- Organizational Inventory
- Indicators to the organizational and Individual effectiveness

#### Action Planning:

- Designing Action Plan to address the change management issues

#### WORKSHOP STYLE:

A mixture of short presentations, interactive discussion, individual exercises and group work. The emphasis throughout is on a practical approach using case material and examples.



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