

---

# Table of Contents: **Change Management - Practitioner**

---

**Course Duration: 40 Hours (5 Sessions)**

---

---

## **OUTLINES**

### **Day 1 – Deepening the Foundation (8 Hours)**

- 1. Recap & Practitioner Context (1 hr)**
    - Foundation review
    - Practitioner-level competencies & expectations
  - 2. Advanced Change Theories & Frameworks (2 hrs)**
    - Bridges' Transition Model
    - McKinsey 7-S Framework
    - Prosci ADKAR deep dive
    - Comparing models for applicability
  - 3. Organizational Readiness for Change (2 hrs)**
    - Assessing readiness (tools & surveys)
    - Organizational culture & maturity assessment
    - Readiness gap analysis
  - 4. Stakeholder Complexity in Practice (2 hrs)**
    - Stakeholder segmentation & influence mapping
    - Advanced stakeholder engagement strategies
    - Case exercise: stakeholder negotiation
  - 5. Workshop: Building a Practitioner Mindset (1 hr)**
    - Reflection on personal role as change leader
    - Action learning groups
-

## **Day 2 – Planning & Strategy (8 Hours)**

- 1. Change Vision, Mission & Strategy (1.5 hrs)**
    - Creating a compelling change vision
    - Aligning with organizational strategy
  - 2. Change Impact Assessment (2 hrs)**
    - Identifying impact areas
    - Tools for impact analysis (heat maps, dependency mapping)
    - Prioritization of risks
  - 3. Change Planning in Depth (2 hrs)**
    - Creating integrated change plans
    - Roadmaps, milestones & timelines
    - Balancing quick wins vs. long-term change
  - 4. Communication Strategy at Practitioner Level (2 hrs)**
    - Communication frameworks & storytelling for change
    - Handling misinformation & rumors
    - Group activity: Drafting a communication plan
  - 5. Reflection & Q/A (30 mins)**
- 

## **Day 3 – Execution & Leadership (8 Hours)**

- 1. Role of Change Practitioners & Sponsors (1.5 hrs)**
    - Managing sponsor relationships
    - Building sponsorship coalitions
  - 2. Change Leadership in Action (2 hrs)**
    - Emotional intelligence for change leaders
    - Building resilience in teams
    - Coaching techniques for managers
  - 3. Overcoming Resistance in Practice (2 hrs)**
    - Diagnosing root causes of resistance
    - Techniques for shifting mindsets & behaviors
    - Role-play simulation
  - 4. Workshop: Mid-Level Change Simulation (2.5 hrs)**
    - Teams execute a simulated organizational change scenario
    - Debrief & lessons learned
- 

## **Day 4 – Measurement, Technology & Sustainability (8 Hours)**

- 1. Measuring & Evaluating Change (2 hrs)**
  - Change KPIs & dashboards
  - Success criteria & ROI of change initiatives
  - Post-implementation reviews
- 2. Change Technology & Digital Tools (1.5 hrs)**
  - Tools for change tracking (Prosci, Kotter apps, project dashboards)
  - AI and analytics in change management
- 3. Embedding Change into Culture (2 hrs)**

- Making change “the new normal”
  - Aligning values, policies, and behaviors
  - Recognition & reinforcement strategies
  - 4. **Advanced Case Study Analysis (2.5 hrs)**
    - Real-world case (e.g., digital transformation, merger, process redesign)
    - Team presentations & peer critique
- 

## **Day 5 – Practitioner Application & Capstone (8 Hours)**

1. **Complex Change Scenarios (2 hrs)**
    - Managing multiple concurrent changes
    - Navigating organizational politics
    - Change fatigue & recovery strategies
  2. **Integrated Change Program Design (2 hrs)**
    - Creating a comprehensive change strategy document
    - Ensuring alignment with business outcomes
  3. **Capstone Group Simulation (3 hrs)**
    - Teams lead a large-scale change initiative end-to-end
    - Stakeholder presentations & defense
    - Evaluation against practitioner criteria
  4. **Wrap-Up, Reflection & Certification (1 hr)**
    - Key takeaways
    - Individual action plan for real workplace application
    - Q&A and closing remarks
-