



THE UNIVERSITY OF
SYDNEY

Change Management Course for Organisations

*Centre for
Continuing Education*



Change Management Course for Organisations

This change management course for organisations will equip you with the principles of change management and techniques that will support organisational change.

Change can be instigated from within the organisation or imposed by external factors. Either way, making organisational changes needs to be well managed by winning over the hearts and minds whilst preparing teams, individuals and the organisation for success. This requires change leaders to understand the motivational triggers of each team member and to be flexible and creative in achieving positive outcomes for all stakeholders. This course introduces principles and models for enabling large-scale change within teams and organisations. Evidence-based models are explained for achieving successful change management.

To remain competitive, ongoing change is an essential component of businesses to be responsive to the contexts they are operate in. One of the adaptive skills and attributes of a successful leader today is the capability to lead teams through change processes in order to deliver stronger business outcomes.

To support you in developing and refining your change management skills, this course draws on principles from leadership, motivation theory, behavioural economics and project management to explain the rationale behind leading approaches to managing change within organisations.

You will learn how to develop a change plan, select an appropriate change model, apply the model to case studies and real-life scenarios and then post-evaluate to take corrective action where necessary to reinforce the change process.

Intended audience

Suitable for anyone involved in managing a change process, whether this be on an organisational-wide level or within a team setting. In particular, the course is designed for:



Course duration

1 session, 8 hours total



Time

9am - 5pm



Format

Face-to-face
or
Online in real-time



Dates

Browse available
[course dates](#)

- Change Managers
- Team Leaders
- HR Managers
- Heads of departments
- General Managers
- Risk Managers
- Program Managers
- Project Managers
- Project Sponsors
- Communication Managers
- Change Champions
- Executive Officers
- anyone in a supervisory position being impacted by change.



Upon completion

Every participant receives a University of Sydney certificate of completion.



Aims

The aims of this course are to:

- develop an appreciation of both the business and people dimensions of change
- understand a range of change management models, including models from Kurt Lewin, John Kotter (1994 and 2014), McKinsey, PROSCI and Gene Hall
- apply change management models based on the nature/scale of the change and the culture/values and leadership style of the organisation
- develop a change management plan
- see the connection with artificial intelligence and change management
- determine key roles in the change management process.



Outcomes

By the end of this course, you should be able to:

- identify major change frameworks
- develop a change management plan, taking into consideration both the business and people dimensions of change
- appreciate some of the forces that lead to organisational change
- understand what components are required to create a successful change management
- assign roles in a change process for clarifying responsibilities and achieving required outcomes
- understand how to manage and work with various stakeholders
- select from a range of major change models for delivering change successfully across different organisational settings
- examine the most contemporary developments in change management
- know how to sustain organisational change.



Content

Module 1: Foundations of organisational change management

The pace of change is accelerating at a rate organisations have never been fully prepared for, requiring leaders to be more agile and proactive than ever before. This module explores both internal and external forces that drive change, alongside the foundational leadership skills needed to effectively guide teams through uncertainty and transition.

Module 2: Business and people

dimensions of change

Successful change requires a balance between business outcomes and human experience. This module focuses on how people respond during change and how

leaders can apply motivation theory to increase engagement, ownership, and adoption. It also introduces the key components of a change management plan, including defining objectives, shaping strategy, aligning to the business model, and setting meaningful metrics for success.

Module 3: Change models

Gain a practical understanding of five key change models and techniques that can be applied across a range of organisational contexts. Through real-life business examples and a guided case study, participants will learn how to select and apply the most appropriate model to support effective and sustainable change.



Content contd...

Module 4: Contemporary developments in change models

Change management is evolving in response to a rapidly shifting world. This module explores how AI is transforming the way organisations approach change, alongside the impact of VUCA (Volatility, Uncertainty, Complexity, and Ambiguity). It also examines why traditional models are being updated and how contemporary approaches better reflect today's dynamic environments.

Module 5: Reinforcing organisational change

Change does not end at implementation – it requires ongoing reinforcement to be truly embedded. This module focuses on sustaining change through effective post-implementation reviews, continuous improvement practices, and real-world application. Participants will apply these concepts directly to their own work scenarios to ensure lasting impact.



“The presenter was great and explained the change management roles in a way that even as a person that is newly in a CM role could understand. I will come out of this course with a knowledge to adapt the learnings into my next role. I would highly recommend this course to others.”

Jillian Eldridge

“A very practical course, and easy to understand and follow. The facilitator is very experienced.”

Linda Willard



Delivery style

Coursework consists of mini-lectures, followed by practical exercises. These exercises include group work based on case studies, as well as real examples that students bring to the class.

Materials

Course materials, including a presentation and a course booklet, are provided electronically.



Organisational training and development

This course can be delivered as a private session for groups, and tailored to meet the needs of your business. Contact us to discuss our range of organisational training solutions.

[Learn more](#)



THE UNIVERSITY OF
SYDNEY

We recognise and pay respect to the Elders and communities – past, present, and emerging – of the lands that the University of Sydney's campuses stand on. For thousands of years they have shared and exchanged knowledges across innumerable generations for the benefit of all.

Empower ambition,
inspire leadership

For more information

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