



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 the change leader to understand the motivational triggers for 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. Evidenced-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 be shown 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:

- 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.



### Course duration

1 session, 8 hours total



### Time

9am - 5pm



### Format

Face-to-face  
or  
Online in real-time



### Dates

Browse available  
[course dates](#)



## 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
- determine key roles in the change management process
- sustain organisational change.



## Outcomes

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

- develop a change management plan, taking into consideration both the business and people dimensions of change
- assign roles in a change process for clarifying responsibilities and achieving required outcomes
- select from a range of major change models for delivering change successfully across a range of scenarios
- address obstacles to achieving required change outcomes by drawing on principles from motivation theory, behavioural economics and project management
- post-implementation reviews to sustain organisational change.



## Content

### **Key considerations when managing change**

Examining both the business and people dimensions of change. This includes an appraisal of external and internal contexts that can lead to change, key areas within an organisation impacted by change and the resources required for implementing change successfully.

### **Change management plan and roles**

The structure of a change management plan, including objectives, strategy, processes, business model and setting metrics for measuring success. Clarifying roles and responsibilities within the change process.

### **Dealing with the people response during the change process**

Understanding the emotional phases of change and people responses during a

change process. How to apply motivation theory for increasing the likelihood of team members embracing changes.

### **The nature of change management models**

Understanding the steps within major change management models, including models from Kurt Lewin, John Kotter (1994 and 2014), McKinsey, PROSCI and Gene Hall.

### **Addressing obstacles to change**

Understand and apply a variety of models and techniques to help avoid and address the challenges of introducing a change in an organisation.

### **Reviewing the change**

How to manage the post-implementation review to sustain organisational change and assist with continuous improvement.



*“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 recommended 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 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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