

# Managing Change

CEGOS SWISS. ONE ESSENTIAL AT A TIME.



## What's in it for you?

**Change mastery combines visionary leadership with astute management, a potent formula for building an adaptable and resilient organization.**

In today's dynamic business landscape, navigating change is non-negotiable for organizational success.

Effective change management isn't just about processes; it's about visionary leadership and astute management, where leaders establish a clear direction for the future, align their people by communicating a compelling vision for change, and inspire them to reach that vision; while managing what it takes to execute the change, from planning the steps, the time and the resources, to monitoring its progress and results.

This holistic approach, rooted in Kotter's 8-step model, enables powerful and successful change implementation.

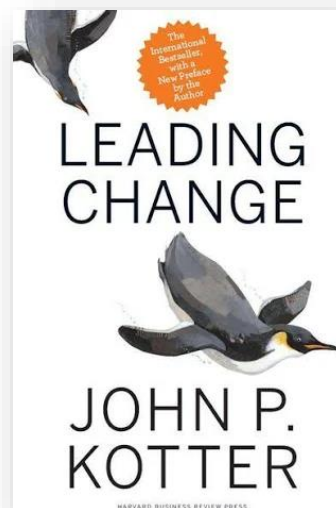
Our Managing Change learning journey equips your managers and leaders with the skills and tools to craft and communicate a compelling vision for change and to effectively mobilize the people and processes that will bring the change to life.

By implementing personalized nudge strategies and fostering a culture of involvement, they will lead transformative change, creating a resilient, adaptable, and future-ready organization.

## Who should attend?

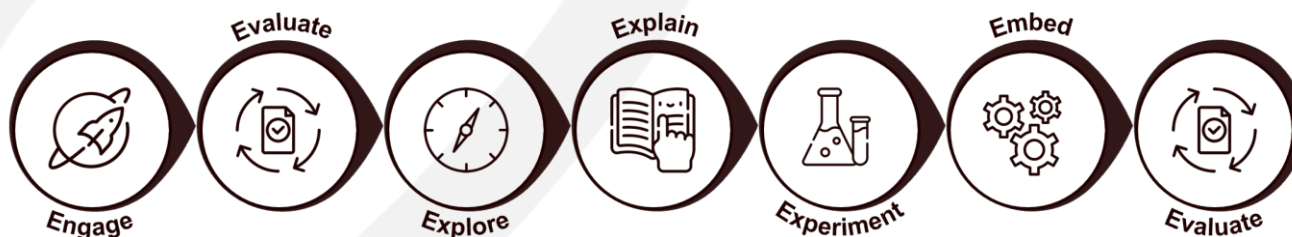
Leaders & People Managers.

## Good to know:



## Cegos Learning Framework

We apply our holistic and dynamic Learning Framework to build learning journeys that deliver more than just awareness of competencies and skills.



**Every journey engages the learners beyond knowledge, learning step by step, to explore, experiment and embed their learning, transforming skills into performance.**

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## By completing this learning journey, they will:

- Grasp the vital balance between visionary leadership and effective management for effective change management.
- Understand the significance of motivation and inspiration in energizing and fulfilling the basic needs of team members.
- Apply the change formula for maintaining equilibrium between change quality and acceptance, leading to more effective change implementation.
- Uncover the emotional intricacies within the 'house of change,' enabling better anticipation and management of emotional responses.
- Establish a clear direction and align teams by communicating a compelling reason and vision for change and promoting cooperation.
- Implement a nudge strategy with personalized communications that foster a sense of belonging, delivering a more profound impact compared to generic, one-size-fits-all approaches.

**#MAKINGADIFFERENCE**

## A proven model:



## Digital learning:

- [Manage transformations with Test and Learn approach](#)
- [Digital transformation: overcoming resistance](#)

## Delivery modes:



Blended learning accessible in our [LearningHub](#).



Can be delivered **in-person and/or virtually** as most appropriate to you and your learners.

## Duration: 14h total learning



**6 hours** of instructor-led learning.



**8 hours** of self-directed and on-the-job learning.

**REF: MCH**

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“Change is a process, not an event.”

**#TIL**