



Understanding HR Systems to Drive HR Strategy

(Half day workshop on understanding the concepts of Organizational Change Management)

Course Title: Mastering Organizational Change: Strategies for Effective Transformation

Target Audience: Mid-level HR Managers of Mid to large organizations, HR Managers of SMEs / MSMEs, HR Cross-skilling aspirants, HR Transformation, Organisation Design Experts, Change Management Consultants

Course Duration: 3 hours

Course Objective: This course on Organization Change Management aims to equip participants with a thorough understanding of essential change management frameworks and strategies, and their practical applications. Participants will develop the skills to create and implement strategic change plans that align with organizational goals, and enhance their leadership abilities to effectively guide and communicate change initiatives. The course will also focus on assessing organizational readiness, managing resistance, and fostering a culture that embraces change. Participants will learn to measure and evaluate the impact of change efforts using key performance indicators and practical tools, while analyzing real-world case studies to derive actionable insights. The goal of this master class is to empower participants with the knowledge, skills, and tools necessary to effectively manage and lead organizational change. This includes understanding and applying change management frameworks, developing and executing strategic plans, enhancing leadership and communication skills, assessing and addressing organizational readiness and resistance, and fostering a culture that supports continuous transformation.

Course Outcome: Participants will be equipped with practical skills and knowledge to effectively manage and lead change within their organizations. Specifically, participants will:

- Understand the Key Elements & concepts of Change Management
- Create comprehensive change management strategies
- Evaluate organizational readiness for change
- Implement techniques to build and sustain a culture that embraces and supports change

WORKSHOP SCHEDULE

SNO.	TIME SLOT	PARTICULARS
1	10am – 10:15am	Icebreaker
2	10:15am-10:45am	Understanding Change Management Frameworks and Strategic Change Plans
3	10:45am-11:00am	Team Activity
4	11:00am- 12pm	Measuring and Evaluating Organizational Readiness
5	12pm-12:45pm	Change Adoption & sustenance
5	12:45pm-1:00pm	Wrap-Up and Q&A

ABOUT THE WORKSHOP FACILITATOR

Click here to more about [Priyanka Dabas](#) | Associate Director | Deloitte

Priyanka is a seasoned consultant with 18 + years of experience in Business Consulting. Specializes in Organization Change Management (OCM), Business & IT Transformation, Project Management, Digital Transformation and HR Transitions.

Comes with diversified experience in RAF (Retail, Apparel & Footwear), Banking, Financial Services & Insurance, Oil & Gas, Manufacturing, Automotive and Consumer Durables

Have worked with International and Indian companies like Bank Julius Baer, DFS, Boeing, Valassis, LC Waikiki, Ministry Of Education (Singapore), Standard Bank of South Africa, DFCCIL (Ministry Of Railways), Defense Laboratory (India) and CCTNS (India Police Department) in various geographies like USA, South Africa, Turkey, Hong-Kong, Singapore, Oman etc.

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