

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Professional Diploma in Change Management

Code	City	hotel	Start	End	price	Language - Hours
DIP-778SA	Al Khobar	Hotel Meeting	2027-04-04	2027-04-15	21450 SR	En - 50

Overview

Change is an inevitable and essential aspect of business success, but its success depends on how it is managed and embraced by teams and organizations. In today's fast-paced world, organizations need leaders and change agents who can create environments where change is viewed as a positive opportunity rather than a disruption.

This 10-day professional diploma equips professionals with the theories, frameworks, and practical tools to lead, manage, and embed change effectively. Participants will explore proven change models, psychological insights, and leadership strategies to overcome resistance, enhance workforce adoption, and drive successful transformations.

By applying case studies, hands-on exercises, and interactive discussions, participants will develop transformational leadership skills that inspire confidence, foster resilience, and maximize engagement in times of change.

General Objective

This diploma aims to develop professionals with the mindset, strategies, and skills to lead successful change initiatives in organizations. By the end of the program, participants will:

- Understand the principles and psychology of change and its impact on individuals and organizations.

- Apply established change models such as Kotter’s 8-Step Process, Lewin’s Change Model, and ADKAR.
- Develop leadership and communication strategies to enhance workforce adoption.
- Identify and overcome resistance to change using proven frameworks.
- Enhance self-awareness, resilience, and adaptability as a change leader.
- Improve stakeholder engagement and alignment throughout the transition.
- Embed change into organizational culture for long-term success.
- Utilize data-driven metrics to measure change adoption and impact.

How to prepare a professional diploma

- The diploma is held by the direct training system
- Number of hours 80 training hours
- Classes start at 08:00 am and end at 05:00 pm

Certificates

- The trainee is given a certificate documenting his attendance, participation and interest in the diploma, attested by the Swedish Ministry of Foreign Affairs
- 80% of the diploma hours must be completed to obtain the certificate

Advantages of attending and participating in diploma activities with the Scandinavian Academy for Training and Development in the Kingdom of Sweden

- After completing the diploma and successfully passing it, the trainee participating in the diploma gets a training scientific bag that includes:
    - An integrated training package containing (certificate of attendance, participation and interest in the diploma attested by the Swedish Ministry of Foreign Affairs - the scientific material for the diploma)
- The Scandinavian Academy for Training and Development is a specialized training

company registered in the Kingdom of Sweden under the number - 559173-7431

- The certificate issued by the Scandinavian Academy for Training and Development is not considered an academic certificate, but rather a professional certificate documenting participation and attendance in training activities. All attestations of the certificate are commercial attestation only, not academic.

OUTLINE

Day 1: Introduction to Change Management & Leadership

- Why Change Management Matters: The Business Case for Change
- The Change Curve: Understanding Emotional & Behavioral Responses to Change
- Types of Change: Transformational vs. Incremental Change
- Workshop: Assessing Change Readiness in Your Organization

Day 2: Leading Change – Theory & Models

- Lewin’s Change Model: Unfreeze, Change, Refreeze
- Kotter’s 8-Step Change Management Model
- ADKAR Change Model for Individual & Organizational Change
- McKinsey’s 7-S Model for Organizational Alignment
- Workshop: Applying Change Models to Real-World Scenarios

Day 3: Leading Myself – Personal Leadership in Change

- Leadership vs. Management: Roles in Change
- The Johari Window & Self-Awareness in Change Leadership
- Developing a Growth Mindset & Emotional Intelligence for Change
- Effective Communication Strategies in Uncertain Times
- Workshop: Creating a Personal Leadership Development Plan

Day 4: Leading Others – Building High-Performance Change Teams

- Your Role as a People Manager & Change Champion
- Understanding Group Dynamics in Change Initiatives
- The Five Forces for High Performance in Teams
- Engaging & Influencing Stakeholders During Change
- Workshop: Stakeholder Mapping & Communication Planning**

Day 5: Overcoming Resistance to Change

- Why People Resist Change: Psychological Barriers & Organizational Challenges
- Common Resistance Patterns in Teams & Leadership
- Techniques to Address & Overcome Resistance
- Reframing Change for Positive Buy-In & Engagement
- Workshop: Role-Playing Difficult Change Conversations

Day 6: Communication & Engagement in Change Management

- The Power of Perspective: Creating a Compelling Vision for Change
- Crafting Clear & Inspiring Change Messages
- Building Trust & Transparency in Times of Transition
- Kitchen Table Discussions: Conversations That Drive Change
- Workshop: Developing an Effective Change Communication Plan

Day 7: Embedding Change – Making It Stick

- Key Success Factors in Sustaining Change
- Managing Transitions: Bridges' Transition Model
- Identifying & Avoiding Common Pitfalls in Change Initiatives
- McKinsey's Influence Model: Reinforcing New Behaviors
- Workshop: Creating a Culture of Continuous Change & Improvement**

Day 8: Change Metrics & Performance Measurement

- Workforce Adoption & Engagement Metrics
- Tracking Behavioral & Performance Changes Over Time
- The Role of KPIs in Change Management
- Building a Feedback & Continuous Improvement Loop
- Workshop: Designing a Change Impact Dashboard

Day 9: Agile Change Management & Future Trends

- Adopting an Agile Mindset in Change Management
- Continuous Improvement & Innovation in Change Initiatives
- Technology & Digital Transformation in Change Leadership
- Workshop: Scenario Planning for Future Change Trends**

Day 10: Capstone Project & Final Assessment

- Bringing It All Together: Creating a Change Management Playbook
- Case Study Analysis & Problem-Solving Session
- Final Presentations: Developing a Change Management Strategy
- Graduation & Certification Ceremony

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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