



ILM Endorsed Leading and Managing Change



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Meirc
Training & Consulting

Why Attend

This 'ILM Endorsed Leading and Managing Change' course is the ideal place to introduce participants and the organizations they represent to the topics of change and change management. Attendees will benefit greatly from a course designed to provide valuable insight into what has become a valid preoccupation by all companies.

Course Methodology

Leading and managing change relies on analyzing real life business change situations and initiatives. Participants will get the opportunity to apply knowledge and techniques acquired and discussed throughout the course. They will listen to leading experts on change, synthesize their valuable insight, and use all their newly acquired skills to develop and present projects on change and change management. Change readiness assessments, team exercises, individual exercises, and case studies will be used throughout the course all of which are part of a well designed framework that attendees can apply immediately as a best practice when dealing with change in their work environment.

Course Objectives

By the end of the course, participants will be able to:

- Explain the leadership and management perspective on 'change'
- Analyze change and develop strategies and plans to deal with it
- Manage resistance to change and recognize the strong emotions associated with it
- Discuss and design communication strategies to accelerate change
- Develop insight into corporate cultures and how they influence change initiatives

Target Audience

Change managers, business process improvement specialists, change management team members, coordinators of reorganization and mergers, implementers of organizational change, and all business professionals interested in learning how to deal and manage change on organizational and personal levels.

Target Competencies

- Assessing change intensity
- Planning for change
- Communicating change
- Implementing change plans
- Managing conflicts
- Emotional intelligence
- Evaluating cost associated with change
- Leading and managing teams

Course Outline

- Understanding planning and managing change
 - Change and change management
 - Defining organizational change
 - Nature of organizational change
 - Reasons and challenges
 - Typology of organizational change
 - Adaptive
 - Innovative
 - Radical
 - Diagnosing the intensity of change
 - The change equation
 - The importance of frameworks
 - The connectivity of change
 - Change agents and transformation



- Types of change agents
 - Competencies of change agents
 - Change management and stakeholders' analysis
- Models and strategies for managing and leading change
 - Leadership and organizational change
 - Management adaptation to change situations
 - Evaluating the need for change
 - Preparing and planning for change
 - The Kotter's eight step model
- Managing resistance to change
 - People and change
 - Why people resist change
 - Forms of resistance and how to deal with them
 - Individual factors versus group factors
 - Stages people go through when resisting change
 - The 'SARAH' model
 - Managing the transition stage
 - Managing resistance and emotions
 - Risks associated with change
 - Identifying and managing risks
 - Risk-impact probability chart
- Communicating change
 - The importance of communicating change
 - What people want to hear and what they need to see
 - Elements of a change communication plan
 - Dos and don'ts when communicating change
- Key factors in making organizational change happen
 - Understanding organizational and corporate cultures
 - Components of a company culture
 - Forms of cultural change in an organization
 - Common mistakes when transforming company culture
 - 20 steps to sustain change to a company culture



Associations

ILM : ILM is the leading provider of leadership and management qualifications in the UK and part of the wider City & Guilds Group, a global leader in skills development. City & Guilds was established in 1878 and is the oldest and largest awarding organisation in the UK. Meirc is pleased to be a recognized ILM provider. This recognition means that participants who fully attend any Meirc course endorsed by ILM, and successfully pass the assessment administered at the end of the course, will receive a certificate from ILM, in addition to the certificate they receive from Meirc. All delegates enrolled in ILM-recognized courses are also entitled to receive a 12-month FREE ILM studying membership. This free membership gives such delegates access to a wealth of support to help them with their studies and their leadership and management career.



Location & Date

3 - 7 Nov, 2019

English

Dubai

Sofitel Downtown Dubai

Fees: US\$ (including coffee breaks and a buffet lunch daily)

Per participant - 2019

US\$ 5100

Fees + VAT as applicable

UAE Tax Registration Number 100239834300003



Courses in Leadership and Management

Dates	Course Name	Language	Location	Fees
30 Jun - 4 Jul, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
30 Jun - 4 Jul, 2019	Results Based Leadership	Arabic	Dubai	US\$ 4800
30 Jun - 4 Jul, 2019	Supervisory Skills	Arabic	Dubai	US\$ 4800
7 - 11 Jul, 2019	Management Skills and Techniques for Engineers	English	Dubai	US\$ 4800
14 - 18 Jul, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	English	Dubai	US\$ 5100
21 - 25 Jul, 2019	Leadership and Communication	English	Vienna	US\$ 4800
21 - 25 Jul, 2019	Transformational Change and Strategic Leadership	English	Dubai	US\$ 4800
28 Jul - 1 Aug, 2019	ILM Endorsed Middle Management Skills	English	Kuala Lumpur	US\$ 5100
4 - 8 Aug, 2019	Certified Professional Manager	English	Vienna	US\$ 5100
4 - 8 Aug, 2019	The Certified Supervisor	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	ILM Endorsed Managerial Decision Making and Problem Solving	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	The Power of Leaders	English	Dubai	US\$ 4800
25 - 29 Aug, 2019	Leadership and Communication	Arabic	Dubai	US\$ 4800
25 - 29 Aug, 2019	Leading a Team of Champions	English	Dubai	US\$ 4800
25 - 29 Aug, 2019	Managing Up, Down and Across for Better Results	English	Dubai	US\$ 4800
26 - 30 Aug, 2019	Creative Leadership and Innovative Thinking	Arabic	Athens	US\$ 4800
1 - 5 Sep, 2019	Adaptive Leadership: Tools and Tactics	English	Dubai	US\$ 4800
1 - 5 Sep, 2019	The Leadership Challenge Continues®	English	Dubai	US\$ 5100
8 - 12 Sep, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
15 - 19 Sep, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	Arabic	Riyadh	US\$ 5100
15 - 19 Sep, 2019	Leadership and Communication	English	Riyadh	US\$ 4800
22 - 26 Sep, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
29 Sep - 3 Oct, 2019	Organizational Leadership	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Certificate in Leading Innovation and Organizational Transformation	English	Dubai	US\$ 5100
6 - 10 Oct, 2019	Supervisory Skills	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Management Skills and Techniques for Engineers	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Results Based Leadership	English	Dubai	US\$ 4800



Courses in Leadership and Management

Dates	Course Name	Language	Location	Fees
20 - 24 Oct, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Certified Team Leader	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Empowering the Workplace for Greater Impact	English	Dubai	US\$ 4800
20 - 24 Oct, 2019	Leadership and Communication	English	Dubai	US\$ 4800
27 - 31 Oct, 2019	Good to Great Management: The Road Ahead	English	Dubai	US\$ 4800
3 - 7 Nov, 2019	Certificate in Business Decision Models	English	Dubai	US\$ 5100
3 - 7 Nov, 2019	Managing Self and Leading Others	Arabic	Dubai	US\$ 4800
3 - 7 Nov, 2019	The Certified Supervisor	Arabic	Dubai	US\$ 5100
10 - 14 Nov, 2019	Adaptive Leadership: Tools and Tactics	Arabic	Dubai	US\$ 4800
10 - 14 Nov, 2019	Leadership and Communication	Arabic	Dubai	US\$ 4800
17 - 21 Nov, 2019	Certified Professional Manager	English	Dubai	US\$ 5100
17 - 21 Nov, 2019	The Power of Leaders	Arabic	Dubai	US\$ 4800
24 - 28 Nov, 2019	ILM Endorsed Coaching and Mentoring Skills for Managers and Supervisors	Arabic	Dubai	US\$ 5100
24 - 28 Nov, 2019	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	Arabic	Dubai	US\$ 5100
24 - 28 Nov, 2019	ILM Endorsed Managerial Decision Making and Problem Solving	Arabic	Dubai	US\$ 5100
1 - 5 Dec, 2019	Leading a Team of Champions	Arabic	Dubai	US\$ 4800
8 - 12 Dec, 2019	Organizational Leadership	English	Dubai	US\$ 4800
8 - 12 Dec, 2019	The Certified Supervisor	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	ILM Endorsed Middle Management Skills	Arabic	Dubai	US\$ 5100
15 - 19 Dec, 2019	The Leadership Challenge® Workshop	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	Managing Self and Leading Others	English	Dubai	US\$ 4800
22 - 26 Dec, 2019	Certified Professional Manager	Arabic	Dubai	US\$ 5100
22 - 26 Dec, 2019	Leadership and Communication	English	Dubai	US\$ 4800
29 Dec - 2 Jan, 2020	Certified Team Leader	English	Dubai	US\$ 5100
29 Dec - 2 Jan, 2020	ILM Endorsed Key Managerial Skills for New Managers and Supervisors	English	Dubai	US\$ 5100



Meirc Timeline

