Course : Change Manager, managing change within the company

Practical course - 2d - 14h00 - Ref. CHM
Price : 1360 € E.T.

★★★★☆ 4,7 / 5

This course will enable you to manage and support all types of change using an adapted approach. You will learn about the role of [Change Manager " and the key stages of change management and communication.

🎯 Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the role and missions of the " Change Manager ".
- ✓ Diagnosing the scope of change
- ✓ Conduct an impact study to define priorities
- ✓ Communicating and training change agents
- ✓ Giving meaning and managing risk

Intended audience
People who need to play a role in change management processes.

Prerequisites
Experience in management and change management desirable.

Course schedule

1 The need for a genuine change management strategy

- Know what makes change difficult.
- The " Change Manager ": mission, profile, skills.
- Master the stages of change management.
- Identify the players involved in the change.

Exercise
How to avoid failure in change management? Exercise and joint reflection.

PARTICIPANTS
People who need to play a role in change management processes.

PREREQUISITES
Experience in management and change management desirable.

TRAINER QUALIFICATIONS
The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS
The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

2   Diagnosing the scope of change

- Change management cycle and change support cycle.
- Draw up a scoping note for a change project.
- Assess the scope of the project.
- Organize the change project.

Exercise
Establish the stakeholder matrix. Estimate the burden of change.

3   Study the impact and define the support approach

- Understand the need for an impact study.
- Identify the levels at which change takes place.
- Define priorities and how to meet them.
- Understand the need to segment players.

Exercise
Learn to identify the various possible impacts, including those caused by change.

4   Communicating and training for change

- Know the basic rules of communication.
- Avoid the pitfalls of " miscommunication ".
- Identify and choose communication vectors.
- Draw up a communication plan.
- Define training needs.

Exercise
Prepare a communication plan to support the change the participant needs to make.

5   Supporting local management

- Giving meaning to change.
- Change as a factor for progress.
- Trigger changes.
- Understanding resistance to change.
- Identify key players and their positioning to define specific tactics.

Exercise
Using cases from their own practice, participants will practice making sense of change and identify key players using a positioning matrix.

6   Managing change

- Set up follow-up actions.
- Use relevant indicators.
- Anticipate the main risks.
- Detect anomalies and drifts.

Exercise
Choose measurement indicators and draw up the risk matrix associated with the change the participant is to carry out.

Dates and locations

REMOTE CLASS
2026 : 4 June, 14 Sep., 23 Nov.

PARIS LA DÉFENSE
2026 : 4 June, 14 Sep., 23 Nov.