

# Management of Organizational Change in an Uncertain Environment

7 – 11 October 2019

## Program Overview:

The pressure and need to Change is increasing felt by all Organizations with the advent of new technology, globalization, stiff competition and unforeseen challenges in the 21<sup>st</sup> century. The current environment is best described by the Acronym: VUCA (Volatile, Uncertain, Complex and Ambiguous). The need for change, paradoxically, is no longer of one's choice, but a compulsion and necessity to be able to survive and grow.

Change management is a complex process, as it necessitates the understanding of the change process as to how it could affect the current equilibrium within the Organization, and why is it necessary to destabilize the current equilibrium to deal with the fast happening changes in the business and administrative environments. The change implementation will ensure the success and the profitability of the Organization and its employees to be able to hold-down their jobs in future years.

This one-week professional development training program on '**Management of Organization Change in an Uncertain Environment**' is specifically designed to help the participants develop & strengthen their 'Conceptual, Analytical and Implementation skills', facilitated by experts in the field of Change Management. The professional development training program is going to be conducted by AIT Extension, Asian Institute of Technology, Bangkok.

## Program Objective:

The program is designed to equip participants with the necessary knowledge, skills, tools and techniques to plan, strategize, lead, implement, handle the transition process in positive ways, in managing effective Organizational Changes, and evaluating the initiated Change-- in a step-by-step process.

**The specific objectives are to familiarize and enable participants with:**

- Ways/techniques of analyzing the need for Change,
- Identifying what type of Change is needed in a given situation
- Planning for Change and its implementation
- Dealing with employee-resistance to Change
- Providing the necessary leadership for managing Change
- Handling contingencies in the process of managing Change
- Implementing changes successfully

## Who Should Attend:

Top/Senior Managers from public and private organizations in functional areas of HR, finance, marketing, production and development. Other professionals such as subject matter experts, project managers, IT professionals & officers leading or facilitating change process in their organization.

## Program Duration & Venue:

This one-week training program is going to be conducted at Asian Institute of Technology Campus in Bangkok.

The schedule for the conduct of the course is **7 – 11 October 2019**.

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## Program Contents:

### *Module I: Understanding the need for Change and the dynamics of managing Change:*

- Analyzing the need for Change
- Selecting the required/needed Types of changes
- Models of Organizational Change

### *Module II. The Present vs. the Desired State*

- Strategic planning for change (Current and Futuristic Current scenarios)
- Strategy, Structure, Systems in the context of planned Change
- Organization Values, Norms, and Beliefs (Organization culture) in the context of planned Change

### *Module III: Ensuring Organization's Readiness for Change*

- Transformation Planning, Establishing a 'task-force' for Change Management
- Contingency analysis: Risk assessment and counter-measures
- Communicating planning & Strategy to the key stakeholders

### *Module IV: Handling the Transition: Moving from 'here to there'—Fine tuning*

- Dealing with employee-resistance and Morale
- Communication, Negotiation and Conflict management
- Reorganizing work activities; outsourcing, horizontal integration, vertical integration
- Periodic Monitoring, measuring progress

### *Module V: Organizational Effectiveness & Leadership Skills*

- Leadership in the context of Change-management
- Skills of a change-agent
- Building 'effective-teams' for managing change

### *Module VI: Leading Change and Evaluation*

- Organization's operating modes and managing change
- Knowledge management, Competiveness, Technology as tools of change management
- Evaluating the effectiveness of a Change program.



## Program Benefits

Upon the completion of this program, participants will be equipped with:

- An understanding of the Process of Change-management
- Practical perspective, and skills needed to effectively manage 'Organizational Change'
- Leadership skills in 'managing change' and handling 'difficult employees/people'



## Fees Information

The tuition fee is US\$ 1,500.- per person which covers cost of resource input, set of training materials, refreshments during the training sessions, airport transfers, transportation for scheduled study visits, social and cultural visits during weekends and minor medical expenses at AIT Medical Clinic (if necessary) and accident insurance. The tuition fee does not include accommodation, DSA and air-fare.

## Application:

To apply for this program and for information, please contact below to discuss the application procedure and other details:



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