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بروجاكس للتدريب والتطوير  
Projacs Training and Development

# Excellence in Crises and Change Management

## التميز في إدارة الأزمات والتغيير الإداري

24 – 28 August 2020

Barcelona / Spain

A Member of:



PROJACS ACADEMY



ProjacsAcademy.com



## Introduction

This specific training offers to participants a variety of substantial information about the great challenges faced by all organizations and how to deal with changing factors and circumstances. Given the ever-increasing pace of change in the modern business world, organizations must either become effective at adaptation or face the risk of being left behind. The ability to perceive trends in the marketplace and to design and implement effective change is a core competency for long-term success.

## Who Should Attend?

This training will be animated by a certified trainer and qualified expert in the field of Management and HR Consultancy Services. We expect the target audience to represent the middle management and supervisory levels in the companies. However, any person who is interested to attend this workshop is most welcome to join us in this program.

## Course Outline

### **DAY 1:**

#### **The Change Problem & Its Solutions**

- Introducing the concept of change and its implications.
- Discussing the reasons why change happens in business.
- Describing the cycle of organizational change.
- Explaining the models of organizational dynamics.
- Clarifying successful change indicators and the forces that drive it.
- Explaining the sources and conditions why people fear change.

### **DAY 2:**

#### **The Eight-Stage Process**

- Highlighting the nature and types of change.
- Understanding and analyzing people's reactions to change.
- Stating the reasons why some business fails in coping with change.
- Developing good and healthy relationships with stakeholders.
- Establishing a sense of urgency for change and reasons behind it.

### **DAY 3:**

#### **Some Major Facts to Deal with Change/Crises**

- Developing a clear vision and strategy about change.
- Promoting effective communication skills to deal with change.
- Empowering staff for Broad-Based actions.
- Generating short term win-win situations.
- Anchoring new approaches in developing a good organizational culture.
- Discussing the effective politicking in the workplace and their major effects.

### **DAY 4:**

#### **Performance Management & Development**

- Linking performance management with changing factors and circumstances.
- Highlighting the key factors that necessitate people to improve their performance.
- Coping with various changes and seeking better results and outcomes.
- Developing individual self-efficacy to better achieve the desired goals.
- Identifying the main challenges faced and seeking constructive feedback.
- Preparing a personal development plan and ensuring professional development.

## **DAY 5:**

### **Presentations & Feedback**

- Delivering short presentations about selected topics.
- Identifying individual strengths and weaknesses.
- Mapping the course and exchanging thoughts/ideas.
- Providing professional advice and recommendations.
- Giving and receiving feedback about the training program.

### Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a binder containing a copy of the presentation
- slides and handouts
- Post-assessment

### Program Support

This program is supported by interactive discussions, role-play, and case studies and highlight the techniques available to the participants.

### Schedule

**The course agenda will be as follows:**

- |                     |                  |
|---------------------|------------------|
| • Technical Session | 08.30-10.00 am   |
| • Coffee Break      | 10.00-10.15 am   |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break      | 12.15-12.45 pm   |
| • Technical Session | 12.45-02.30 pm   |
| • Course Ends       | 02.30 pm         |

### Course Fees\*

- **4,500USD**  
*\*VAT is Excluded If Applicable*

## مقدمة

يقدم هذا التدريب للمشاركين مجموعة متنوعة من المعلومات الجوهرية حول التحديات الكبيرة التي تواجه جميع المنظمات وكيفية التعامل مع تغير العوامل والظروف. وبالنظر إلى الوتيرة المتزايدة من التغيير في عالم الأعمال الحديث، يجب على المنظمات أن تصبح فعالة في التكيف ليتمكنون من مواجهة خطر التخلف عن الركب. القدرة على إدراك الاتجاهات في السوق وتصميم وتنفيذ التغيير الفعال

## الحضور

سوف يتم تنفيذ هذا التدريب من قبل مدرب معتمد وخير مؤهل في مجال الإدارة والخدمات الاستشارية للموارد البشرية. ونتوقع أن الجمهور المستهدف هم الإدارة الوسطى والإشرافية في الشركات. ومع ذلك، فإن أي شخص مهتم لحضور هذه الورشة هو موضع ترحيب للانضمام إلينا في هذا البرنامج.