

## Planning and Management of Organizational Change - People and Processes

### General objectives:

This course aims to sensitize and prepare participants for the multiple processes of organizational change that occur in all the Companies and Institutions of our day, with the repercussions felt both at the level of people and at the level of processes.

### Specific objectives:

At the end of the training, participants should be able to identify, define, monitor and evaluate a process of change for organizational success, and should be prepared to:

- Encourage an organizational culture that embraces change and creates opportunities;
- Motivate and involve employees in the process of change;
- Promote smooth implementation of the change process
- Properly manage a change process

### Target Audience:

This course is intended for professionals with responsibilities at the level of organizational change processes, namely, Managers; Directors; Managers and technicians with hierarchical responsibilities; Team, Workgroup or Project Management.

### Hours:

12 Hours

### Program Contents:

#### **1 – THE CHANGE OF THE ORGANIZATIONAL PARADIGM**

- A necessidade de mudança
- As mudanças nas exigências dos postos de trabalho, nas organizações, nas pessoas e na relação pessoa-trabalho
- A mudança e a resistência à mudança
- Análise das causas de resistências às mudanças
- Como contornar obstáculos
- Técnicas para uma implementação eficaz da mudança
- Encarar a mudança como valor organizacional

#### **2 – THE TEAM AND THE PERSON IN THE CONTEXT OF CHANGE**

- Areas of success
- Attitudes and Behaviors of Success

#### **3 - THE BUSINESS MANAGEMENT IN THE SITUATION OF FAST TRANSFORMATIONS**

#### **4 - FOLLOW UP AND MAINTAIN A CHANGE PROCESS**

- What can be improved?
- What can be developed?