



## Institute of Business and Technology

### Change Management (Online)

#### Study details

**Course type:** Professional Diploma

**Degree:** Diploma in Change Management

**Study mode:** Full time

**Duration:** 11 Week Month

#### Cost of study

**Cost :** 1 200 EUR

**Reg. fee :** N/A EUR

**Scholarship :**

**Insurance :** N/A EUR

#### Intake/s

Jun

#### Requirements

### Entry Requirements

While no prior academic qualification or professional experience is required to participate in this programme.

#### Accommodation

#### Speciality

One evening per week

- Tuesdays

#### Additional information

### Course Overview

In this programme you will learn how to identify the need for change management in an organisation and structure and implement a change management programme to optimise the opportunities for sustained long-term changes.

**The specific topics are as follows:**

#### Understanding and recognising the need for change

- Aligning with company strategy
- Internal and external drivers

## Organisational experiences of change

- Case studies

### Managing change, theory in practice

- The Change-Curve Model
- Lewin's Change Model
- McKinsey's 7-S Model
- Kotter's 8-step Theory

### Stakeholder engagement in change management

- Monitoring the impact of change on employees, teams and the organisation as a whole

### Managing barriers

- Structural, resourcing, equipment

### Managing resistance to change

- Emotional and behavioural reactions to change
- The human nature factor

### Embedding a culture of change in an organisation

- Building and maintaining trust
- Building a culture of continuous improvement

### Leading a Change Management project

- The role of the leader
- Creating a vision for change
- Guiding principles for leading changes
- Key attributes of a strong change manager and leader
- Lifecycle of a successful change project

### Assessment

The programme is assessed by project work, applying the tools and techniques of change management to real-life examples of change projects within the workplace.

### What is a Professional Diploma?

An IBAT Professional Diploma is a focused, short duration practical course that consolidates, upskills and/or reskills learners in a professional area. They are stand-alone qualifications that do not lead to an award on the National Framework of Qualifications (NFQ).