



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).