

**Training
Course**

**Managing Workforce Change for
HR Professionals**

Course Plan

Introduction

Change is constant in today's dynamic business environment, and HR professionals are at the forefront of leading and managing workforce transitions. The “Managing Workforce Change for HR Professionals” course equips HR practitioners with the knowledge, strategies, and tools to successfully manage organizational changes impacting the workforce. Whether dealing with restructuring, mergers, new technologies, or cultural shifts, this course focuses on developing effective change management plans, communicating change, minimizing resistance, and fostering employee engagement through transformation.

Course Objectives:

- ✓ Understand the fundamentals of change management in workforce contexts.
- ✓ Identify the human impact of organizational change and how to address it.
- ✓ Develop strategies for planning and implementing workforce transitions.
- ✓ Enhance communication skills to effectively deliver change messages.
- ✓ Manage resistance and build employee buy-in and trust.
- ✓ Support leaders and managers in driving change initiatives.
- ✓ Foster a resilient and adaptable organizational culture.
- ✓ Apply practical frameworks and models to real-life change management situations.

Who Should Attend?

- HR Managers and HR Business Partners
- Talent Management and Organizational Development Professionals
- Change Management Specialists
- Learning and Development (L&D) Professionals
- Line Managers and Supervisors involved in people transitions
- Anyone responsible for implementing or supporting workforce change initiatives

Training Methods:

- ✓ Online Video material.
- ✓ Presentation.
- ✓ Live Interactive sessions.
- ✓ Course presenter will make extensive use of all tools that will be needed for the virtual environment.
- ✓ Questions & Answers

Course Outline:

Day One

- Introduction to Workforce Change Management
- The Role of HR in Leading Change
- Types of Organizational Changes and Workforce Impacts
- Understanding the Psychology of Change
- Key Principles of Change Management (Kotter, ADKAR Models, etc.)

Day Two

- Preparing Organizations for Workforce Changes
- Stakeholder Analysis and Engagement
- Communication Strategies for Change
- Building Trust and Transparency During Change
- Managing Resistance to Workforce Change

Day Three

- Leading Through Uncertainty and Ambiguity
- The Emotional Stages of Change for Employees
- Supporting Managers as Change Agents
- Workforce Planning During Organizational Restructuring
- Downsizing and Layoff Management with Compassion

Day Four

- Mergers and Acquisitions: Workforce Integration Best Practices
- Managing Cultural Change and Aligning Organizational Values
- Talent Retention Strategies During Change
- Training and Development to Support Change Readiness
- Legal and Ethical Considerations During Workforce Change

Day Five

- Measuring the Success of Change Initiatives
- Post-Change Evaluation and Continuous Improvement
- Building Organizational Agility and Workforce Resilience
- Case Studies: Successful Workforce Change Management
- Developing Personal Action Plans for Leading Workforce Change

Training Details

Course Duration	5 Days
Pre-Schedule	23 – 27 Nov 2025
Venue	Ramada Plaza by Wyndham Istanbul City Center
Training Fees Per Person	KWD 1500 (One Thousand Five Hundred Only)
Course Fees Include	<ul style="list-style-type: none"> ✓ Tuition documentation ✓ Curriculum and Training Handout ✓ Five star Lunch ✓ Completion Certificates