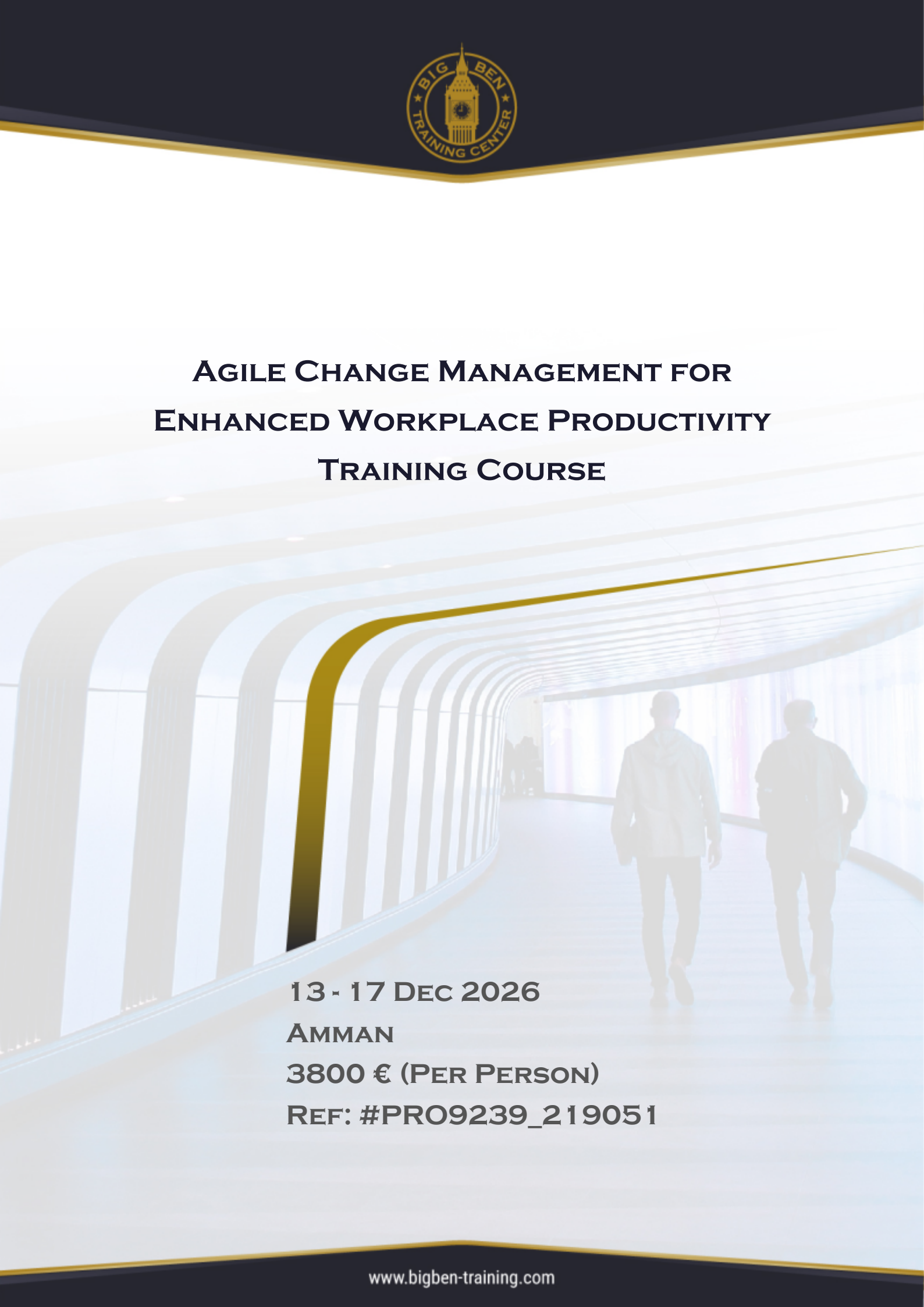
Agile Change Management for Enhanced Workplace Productivity Training Course



13 - 17 Dec 2026

Amman

3800 € (Per Person)

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Course Introduction / Overview:

In today's volatile and uncertain business environment, the ability to adapt is no longer a competitive advantage but a core requirement for survival and growth. This course addresses the critical intersection of workplace agility, effective change management, and sustainable productivity. It moves beyond traditional, rigid change models to embrace a more dynamic, iterative approach that empowers organizations to thrive amidst disruption. As influential author John P. Kotter highlights in his seminal work, "Leading Change," successful transformation requires a clear vision and widespread buy-in, principles that are deeply embedded in agile methodologies. This program, offered by BIG BEN Training Center, is meticulously designed to equip participants with the mindset, tools, and strategies needed to lead and navigate organizational transitions smoothly. We will explore how to foster an agile culture, manage resistance proactively, and align change initiatives with strategic objectives to unlock new levels of team performance and operational excellence. This is a comprehensive journey from understanding the psychology of change to implementing practical agile frameworks that drive tangible results and build organizational resilience for the future.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Project and Program Managers.
- Human Resources Professionals and Business Partners.
- Department Heads and Functional Managers.
- Change Management Practitioners and Change Agents.
- Operations Managers and Process Improvement Specialists.
- Senior Executives and Organizational Leaders.
- Anyone involved in leading or participating in organizational change initiatives.

Target Sectors and Industries:

- Information Technology and Telecommunications.
- Banking, Finance, and Insurance Services.
- Healthcare and Pharmaceutical Industries.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Consulting and Professional Services.
- Government Agencies and Public Sector Organizations.
- Education and Non-Profit Organizations.

Target Organizations Departments:

- Human Resources and Organizational Development.
- Operations and Supply Chain Management.
- Information Technology and Digital Transformation Teams.
- Project Management Office (PMO).
- Strategy and Corporate Planning.
- Customer Service and Client Relations.
- Marketing and Sales.
- Finance and Administration.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a robust framework for managing organizational change using agile principles.
- Apply established change management models like Kotter's 8-Step Process and ADKAR.
- Lead teams through transitions with effective communication and engagement strategies.
- Identify and proactively manage resistance to change within their organizations.
- Foster an agile mindset and a culture of continuous improvement and adaptation.
- Utilize agile techniques to enhance team collaboration and boost productivity during change.
- Align change initiatives with strategic business goals to ensure a positive return on investment.
- Measure the impact of change initiatives and create mechanisms for sustaining momentum.
- Build personal and organizational resilience to navigate future disruptions effectively.

Course Methodology:

This training course from BIG BEN Training Center employs a dynamic and interactive learning methodology designed to maximize engagement and practical application. We believe that adult learning is most effective when it is experiential and directly relevant to real-world challenges. Therefore, the program is built around a blend of expert-led presentations, interactive group discussions, and collaborative workshops. Participants will work through practical case studies drawn from various industries, allowing them to analyze complex change scenarios and develop viable solutions. Team-based exercises and role-playing simulations will provide a safe environment to practice new skills in communication, stakeholder management, and conflict resolution. A significant portion of the course is dedicated to action planning, where participants will begin to architect a change management strategy for their own organizations. Continuous feedback from the facilitator and peers is a cornerstone of our approach, ensuring that learning is reinforced and personalized. The methodology is designed not just to impart knowledge, but to build the confidence and competence needed to lead change successfully.

Course Agenda (Course Units):

Unit One: Foundations of Modern Change and Agility

- The imperative for agility in the contemporary business landscape.
- Defining workplace agility and its core principles.
- Understanding the psychology of change and its impact on individuals and teams.
- Contrasting traditional change management with agile approaches.
- The interconnectedness of change, agility, and productivity.
- Identifying the key drivers and types of organizational change.
- Introduction to foundational change management theories.

Unit Two: Strategic Change Management Frameworks

- Deep dive into John Kotter's 8-Step Process for Leading Change.
- Applying the Prosci ADKAR Model for individual change management.
- Stakeholder analysis and mapping for effective engagement.
- Developing a compelling vision and strategy for change.
- Assessing organizational readiness and potential impact.
- Building a powerful guiding coalition to champion the change.
- Establishing clear metrics and key performance indicators (KPIs) for success.

Unit Three: Integrating Agile Practices for Productivity

- Introduction to Agile values and principles beyond software development.
- Applying Scrum and Kanban concepts to manage change initiatives.
- Facilitating iterative planning, execution, and review cycles.
- Fostering a culture of transparency, inspection, and adaptation.
- Using visual management tools to track progress and enhance collaboration.
- Techniques for running effective daily stand-ups and retrospectives.
- Breaking down large-scale change into manageable, value-driven increments.

Unit Four: Leading People Through Transition

- The leader's role as a change catalyst and coach.
- Crafting and executing a multi-channel change communication plan.
- Strategies for generating buy-in and empowering broad-based action.
- Identifying the root causes of resistance to change.
- Practical techniques for managing and mitigating resistance constructively.
- Coaching employees through the change curve.
- Celebrating short-term wins to build and sustain momentum.

Unit Five: Sustaining Change and Building a Resilient Culture

- Anchoring new approaches in the organizational culture.
- Developing systems and processes to support the new state.
- Continuous improvement and the learning organization.
- Building organizational resilience and an adaptive capacity.
- Measuring the long-term impact and ROI of change initiatives.
- Developing a personal action plan for leading agile change.
- Capstone exercise: Designing a change management plan for a real-world scenario.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

In an era of constant disruption, is organizational change a series of managed projects or a continuous, embedded capability?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by holistically integrating three critical business disciplines: change management, workplace agility, and productivity enhancement. Unlike programs that treat these as separate subjects, we explore their synergistic relationship, providing a unified framework for leading transformation that is both structured and adaptive. The curriculum moves beyond theoretical models to focus on their practical application within non-IT contexts, making agile principles accessible and relevant for any department or industry. A key differentiator is the emphasis on the human element of change. We dedicate significant time to the psychology of transition, communication strategies, and techniques for managing resistance, recognizing that successful change is ultimately about people. Furthermore, the course is designed to build sustainable capability, not just to manage a single event. Participants will learn how to embed agility into their team's DNA and foster a culture of continuous improvement, creating an organization that is not only resilient to change but actively thrives on it. The focus is on developing leaders who can navigate today's complexities with confidence and drive measurable performance outcomes.