Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-019

Agile Organizational Change

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Course content

Why Attend

Long-term organizational success is dependent on the ability to adapt and change rapidly in a fast-paced world, grabbing new opportunities and guarding against impending threats. Agile organizations are able to anticipate changing conditions; from new innovations to geopolitical trends, and nimble enough to capitalise on fresh situations as they arise. It up to organizational leaders to create the conditions in which people are willing and able to adapt swiftly to changing circumstances. If, on top of this, employees learn to regulate and channel their own responses to change, then there is a synergistic effect that leads to a truly Agile Organization.

This Agile Organizational Change training course will feature:

Course Methodology

Course Objectives

• Excel as a leader in times of change by applying the principles of Agile Organizational Change

• Engage colleagues and the wider workforce to work constructively with change

• Anticipate and respond rapidly to new opportunities and threats

• Set clear direction, help people embrace new habits, and make change stick

• Apply best practice tools, templates and plans

• Maximising and sustaining the benefits of change

Target Audience

• This Agile Organizational Change training course is for managers, leaders and change specialist tasked with leading or facilitating organisational change.

• This Agile Organizational Change training course is suitable to a wide range of professionals, but will greatly benefit:

• Senior operations managers

• Middle managers

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Course outline

Detailed course outline

Day-by-day outline for Agile Organizational Change.

Day 1 - Challenges of Agile Change

• What is Agile Organisational Change?

• The challenge of change

• Change leadership

• Creating a workforce that is agile to change

• Horizon Scanning – opportunities and threats

• The origins of resistance to change

Day 2 - Agile Change Framework

• Logical and emotional components of change

• Crazy Time

• Leading in an uncertain world

• Communicate, communicate, communicate

• The importance of a sense of purpose

• Creating a compelling context and vision for change

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Day 3 - Giving People Control

• Benefits Mapping

• Engaging and empowering your workforce

• Winning over senior stakeholders

• The power of dialogue

• Sponsors and Change Champions

• The challenge of letting go of the past

Day 4 - Letting Go of the Past

• Breaking connections at work

• Dealing with loss

• Drawing a line in the sand

• Using ceremony to break with the past

• Building new connections

• Forming new habits

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Day 5 - Locking-in Change

• Sustaining performance through the transition period

• Avoiding reversion to old habits

• Climbing the Learning Curve

• Locking in change

• Bringing it all together

• Creating a plan of action for your own change

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Seminar dates

Available seminar dates

Live dates and pricing for Agile Organizational Change generated from the course details page.

Date	Location	Format	Fee
18 - 22 May 2026	Vienna	Classroom	**€2,975**
22 - 26 June 2026	Barcelona	Classroom	**€2,695**
13 - 17 July 2026	Paris	Classroom	**€3,150**
17 - 21 August 2026	Frankfurt	Classroom	**€2,275**
21 - 25 September 2026	Barcelona	Classroom	**€2,695**
19 - 23 October 2026	Frankfurt	Classroom	**€2,275**
2 - 6 November 2026	Rome	Classroom	**€2,975**

Live online option	Online delivery is available at €1,250.