



### **Workshop on Leading Change Management**

June 16 – 20, 2025, 1<sup>st</sup> Run: Lagos & Abuja  
December 8 – 12, 2025, 2<sup>nd</sup> Run: Lagos & Port Harcourt

**For Tutor -Led Class:** 9am – 4:30pm

**Workshop fee:** N300, 000 per Participant

**For online:** Delivery via Zoom

**Online course fee:** N250, 000 per Participant

**Available for In-plant Training**

**700 U\$D for foreign  
Participants**

### **Program Overview:**

Change is something that excites people who love opportunities for growth, to see and learn about new things, or who like to shift status quo. Some changes however are harder to adjust to and lead to expressions of resistance and anger. We can take concrete steps to make change more palatable by understanding people's hesitations, enlisting the help of others, setting up plans, and managing stressors. These steps can also ensure that desired changes are implemented successfully. This 5-day course is designed to impact the principles, concepts and practice of dynamic leadership in managing change initiatives in the organization.

### **For whom:**

This program is designed for those who want to understand change leadership such as Executive Directors, Directors, Senior Managers, Managers, Union Leaders, and Executive Officers including those responsible for corporate planning and strategy who want to become potential change leaders

### **Learning objectives:**

At the end of the program, participants will be able to:

- accept the fact that there are no normal or abnormal ways of reacting to change, but we must start from where we are;
- see change not as something to be afraid of or resist but as an essential element of the world to be accepted;
- recognize that before we can embrace the way things will be, we must go through a process of letting go of the way things used to be;
- see change as an opportunity for self-motivation and innovation;
- identify strategies for helping change to be accepted and implemented in the work place;
- analyze current business systems and practice and compare them to the desired future state for all employees;
- communicate core values and codes of conducts to all employees;
- explore alternative methods of promoting and maintaining ethical and professional behavior; and
- identify areas of risk and develop techniques for monitoring, evaluating and adjusting strategies.

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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## Course Outline:

### Day 1: Organizational Change Management: Overview

- Understanding the Concepts & Principles of Change management
- Reasons for Change
- The Change Cycle Timing Goals
- The Human Reaction to Change with Case Studies

### Day 2: Strategies Dealing Change Resistance

- The Pace of Change with Case Studies
- Communicating Change with Case Studies
- The Four-Room Apartment with Exercises
- Dealing with Resistance
- Adapting to Change with Case Study & Exercises

### Day 3: Change Management Strategy

- Strategies for Dealing with Anger
- Managing Stress
- Personal Plan of Action
- Managing Workplace Diversity

### Day 4: Engagement Act and its Practical Implications

- Balanced Scorecard for Strategic Transformation of Business
- Practical Framework and Application on Change Risk Management
- Critical and Creative Thinking

### Day 5: Organizational Management

- Drivers of Behavior in Organizational Management
- Reinforcement and Motivation
- Current Challenges in Change Management

## Training Methodology

Lectures, discussions, exercises, case studies, audio-visual aids will be used to reinforce these teaching/learning methods.

### LOCATIONS

1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogba, Industrial Scheme, Ikeja, Lagos, Nigeria

2 - Pearls Learning Hub, Plot 756, Opposite Divine Hand of God Ministry, Area 1, Garki, Abuja

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

**Open Course Fee: N300, 000**

In-plant Fee Negotiable

### WORKSHOP FEE:

**N300, 000 per participant, VAT –N22, 500**

Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name: Human Capital Associates Global Consult Ltd.

Union Bank of Nig. PLC: Account No: 0097961537

First Bank of Nig. PLC: Account No: 2033683960

Keystone Bank Ltd.: Account No: 1007150325

**For Booking / Enquiry, Call: 234-8051365946, 234-7087578814  
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