This training engages leaders in a very interactive, provocative and meaningful process through which they will learn about, and create plans for, change within their programs, people and organization.
Located at the heart of Dubai

**Learners Point** is a well-recognized institute in corporate and individual training in the MENA region and has contributed to the career success of more than 110,000 professionals since its founding in 2001. We are ISO 9001:2015 quality management system certified.

Our training institute is licensed by the Government of Dubai, UAE, and our certifications are widely recognized by employers around the globe.

We are also associated with CPD UK, the premier accreditation service provider in the United Kingdom.
Who should attend the program?

Change Managers, Chief Executives, Managing Directors, Senior General Managers, Department Heads, Program Directors, Company Chairmen, or HR Directors who wish to facilitate the top management team to be much more effective.
Objectives

By the end of this course, delegates will learn to:

- Understand change
- Describe how to implement a change program
- Identify and overcome obstacles to change
- Using the knowledge gained, and contributing in effective change in their organization
- Understand the impact of change in the organization
- Understand the requirement for a sound change process within the organization
Course outline

- Introduction to change
- Dimensions of change
- Pre-requisite for change
- Resistance to change
- Communicating & implementing change
- Change failure
1 Introduction to change
   • Drivers for change
   • The change adept organization
   • Types of change

2 Dimensions of change
   • Leader driven
   • Process driven
   • Improvement driven
   • Organizational renewal
3 Pre-requisite for change
- Pressure for change
- A clear shared vision
- Capacity for a change
- Actionable first steps

4 Resistance to change
- Why change doesn’t work
- Reasons for resistance
5 Communicating & implementing change
- The change transition
- Communicating the change
- Clear communication

6 Change Failure
- Lack of political skills
- Lack of analytical skills
- Lack of people skills
- Lack of system skills
- Lack of business skills
Tatek Abayneh Mebratu
Executive Coach, Power Skills and HR Trainer, and he is a Mentor and Career Counselor. He coaches individuals to reflect on their whole self (work and life), and validate and define their objectives through to realization. He also coaches and trains on corporate development programs.

Tatek brings almost 20 years of business experience in the Middle East and Africa region in Banking, Management & Consultancy and Learning and Development industries. He works with senior executives, corporate and individual clients.

Graduated with Bachelor’s degree in the field of Public Administration, Tatek is a certified trainer and coach in the development of Power Skills and Human Resources like:

- Executive coaching
- Train the trainer
- Championing change
- Relationships & trust-building
- Teamwork
- Adaptability
- Creativity
- Work ethic
- Leadership
- Attention to detail
- Strategic human resource management
- Sales techniques

Certifications
- Train the trainer
- Coaching skills for leaders and managers
- Strategic human resources
- Corporate and strategic communications skills for managers
- Investigative journalism
Students review

Chitra Kumar
“I found the trainer excellent and could answer all questions asked and delivered the course in an interesting format”

Avinash Shah
“Very informative, really made me think about possible scenarios, particularly in the workplace”