



CULTURE
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SCANDINAVIAN ACADEMY
For Training and Development



Course: Professional Diploma in Change Management

Code	City	hotel	Start	End	price	Hours
778	Florence (Italy)	Hotel Meeting Room	2024-12-23	2025-01-03	9450 €	80

Overview

Learn to create environments where change is seen as a positive benefit to all. Supporting teams with empathy and optimism, change agents are increasingly focusing on workforce adoption levels and engagement metrics. Learn about tried and tested change models and how to apply them. Dig into the psychology of change and how it plays out in groups or individuals. Become proactive in your approach and develop transformational leadership qualities.

How to prepare a professional diploma

- The diploma is held by the direct training system
- Number of hours 80 training hours
- Classes start at 08:00 am and end at 05:00 pm

Certificates

- The trainee is given a certificate documenting his attendance, participation and interest in the diploma, attested by the Swedish Ministry of Foreign Affairs
- 80% of the diploma hours must be completed to obtain the certificate

Advantages of attending and participating in diploma activities with the Scandinavian Academy for Training and Development in the Kingdom of



Sweden

- After completing the diploma and successfully passing it, the trainee participating in the diploma gets a training scientific bag that includes:
 - An integrated training package containing (certificate of attendance, participation and interest in the diploma attested by the Swedish Ministry of Foreign Affairs - the scientific material for the diploma)
- The Scandinavian Academy for Training and Development is a specialized training company registered in the Kingdom of Sweden under the number - 559173-7431
- The certificate issued by the Scandinavian Academy for Training and Development is not considered an academic certificate, but rather a professional certificate documenting participation and attendance in training activities. All attestations of the certificate are commercial attestation only, not academic.

Content

Leading Change: Theory & Practice

- Understanding the change curve
- The process of transition
- Lewin's change model
- Kotter's 8 step theory

Leading Myself

- Leader and manager
- Practical steps for self-development
- The Johari Window
- Effective communication
- Strategies to improve and build resilience



Leading Others

- Your role as a people manager
- 'Kitchen table discussions'
- The five forces for high performance
- Identifying and engaging stakeholders
- The power of perspective

Common Barriers to Change

- Resistance and barriers to change
- Change models
- Overcoming resistance and barriers
- Planning change using ADKAR
- Reframing

Embedding Change

- Success factors
- Managing the transition
- Tips for effective change
- Common pitfalls
- McKinsey's influence model



The Scandinavian Academy for Training and Development employs modern methods in training and skills development, enhancing the efficiency of human resource development. We follow these practices:

• **Theoretical Lectures:**

- We deliver knowledge through advanced presentations such as PowerPoint and visual materials, including videos and short films.

• **Scientific Assessment:**

- We evaluate trainees skills before and after the course to ensure their progress.

• **Brainstorming and Interaction:**

- We encourage active participation through brainstorming sessions and applying concepts through role play.

• **Practical Cases:**

- We provide practical cases that align with the scientific content and the participants specific needs.

• **Examinations:**

- Tests are conducted at the end of the program to assess knowledge retention.

• **Educational Materials:**

- We provide both printed and digital scientific and practical materials to participants.

• **Attendance and Final Result Reports:**

- We prepare detailed attendance reports for participants and offer a comprehensive program evaluation.

• **Professionals and Experts:**

- The programs scientific content is prepared by the best professors and trainers in various fields.

• **Professional Completion Certificate:**

- Participants receive a professional completion certificate issued by the Scandinavian Academy for Training and Development in the Kingdom of Sweden, with the option for international authentication.

• **Program Timings:**

- Training programs are held from 10:00 AM to 2:00 PM and include buffet sessions for light meals during lectures.