إدارة التغيير والتعقيد باللغة العربية: استراتيجيات للنجاح

Duration: 5 Days

Language: ar

Course Code: MG2-165

Objective

Upon completion of this course, participants will be able to:

- Define change and complexity management.
- Understand the importance of change and complexity management.
- Utilise techniques and methods to reduce complexity within the workplace.
- Assess the skills necessary to simplify processes and systems.
- Understand how complex systems can reduce productivity and make functions inaccessible to employees.
- Maintain business functions without increasing complexity.
- Be flexible and swiftly adjust to unfamiliar situations.
- Develop the ability to cope in times of business crisis.
- Create new strategies for change and implement them smoothly.

Audience

This course is designed for anyone in a leadership or management position who wishes to develop their knowledge and skills in change and complexity management. It would be most beneficial for:

- Senior Executives
- Business Owners

- Business Analysts
- Regional Managers
- Operations Managers
- IT Professionals
- Sales/Marketing/Commercial Supervisors
- Quality Assurance personnel
- Planning and Strategy Managers
- Project Managers

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will review case studies of established leaders, their approach to change management, and how they dealt with complexity and crisis to highlight what key factors led to their success.

They will be supplied with all the necessary tools to conduct learning exercises and further develop their knowledge. Participants can create their own action plans for change management through presentations, seminars, and role-playing activities. Furthermore, they will also partake in an exercise where they must manage and resolve a crisis relating to their change management plans.

Summary

In the modern world, businesses' functionality has evolved greatly to compensate for economic challenges. To face these challenges and not fall behind, a leader must have an incredible focus on change and complexity management.

Change management is the process of innovation, planning, and implementing new processes within an organisation. This process requires a lot of skill to be done correctly, including strong communication, decision-making, measurement, and analysis. Change management may be led by a single person, but requires a dedicated team to be successful. A leader must be competent at managing their teams and establishing precisely what is wanted and needed to ensure changes are implemented smoothly.

For change management to be effective, a leader must be prepared to handle complex challenges and problems. A level head is required to navigate and resolve issues effectively. Complexity management is also intertwined with change management, with the idea that change processes should be simpler and less complex than the previous process.

Course Content & Outline

Section 1: Introduction to Leadership

- New versus traditional leadership.
- Understanding of leadership within an organisation.
- Defining leadership, change, and complexity management.
- The principles of Occam's Razor.
- The fundamentals of agile leadership.
- VUCA World: Volatility, Uncertainty, Complexity and Ambiguity.

Section 2: An Innovation Mindset

- Understand the mental processes for solving problems.
- Developing techniques for stress reduction in times of crisis.
- Following a solution-focused approach for dynamic situations.
- The power of visualisation to focus on thoughts and actions.
- Assess how innovation aims to make business processes as simple as possible.

Section 3: Complexity to Change

- Develop active listening skills.
- Asking the correct questions to gain clarity.
- The importance of communication for innovation.
- Making action plans detailing goals, aims and objectives aligned with business values.
- Conduct risk assessments to evaluate the potential risks of change.
- Create solutions and preventatives for potential risks.
- Provide multiple effective communication channels so all necessary parties gain a comprehensive understanding.
- Evaluate methods of change management models – ADKAR, Nudge Theory, McKinsey 7-S model.

Section 4: Leading Teams Through Complexity

- Providing specific, clear and concise instructions to teams.
- Delegating tasks regarding employees' specific strengths.
- Identify the purpose of RACI – Responsible, accountable, consulted and informed.
- Offer further clarity of roles using RACI.
- Utilise Six Sigma and Kaizen techniques for team empowerment.
- Analyse employees' performance and provide coaching to those falling behind.

Section 5: Modern Solutions

- The virtual workplace.
- How the process of change management has rapidly evolved.
- The advancement of technology in relation to problem-solving.
- The implementation of AI within organisations.

Certificate Description

عند إتمام هذه الدورة التدريبية بنجاح، سيحصل المشاركون على شهادة إتمام التدريب من Holistique Training. (e-Certificate) وبالنسبة للذين يحضرون ويكملون الدورة التدريبية عبر الإنترنت، سيتم تزويدهم بشهادة إلكترونية من Holistique Training.

شهادات Holistique Training معتمدة من المجلس البريطاني للتقييم (BAC) وخدمة اعتماد التطوير المهني المستمر (CPD)، كما أنها معتمدة وفق معايير ISO 9001 وا1 21001 ISO و 29993 ISO.

لهذه الدورة من خلال شهاداتنا، وستظهر هذه النقاط على شهادة إتمام (CPD) يتم منح نقاط التطوير المهني المستمر واحدة عن كل ساعة CPD يتم منح نقطة، CPD ووفقًا لمعايير خدمة اعتماد Holistique Training. التدريب من لأي دورة واحدة نقدمها حاليًا CPD حضور في الدورة. ويمكن المطالبة بحد أقصى قدره 50 نقطة.

Categories

إدارة الموارد البشرية HR, القيادة والإدارة, الجودة والإنتاجية

Related Articles

الإدارة الفعالة للتغيير في الشركات: المفهوم، الأهمية، والاستراتيجيات الناجحة

في عالم الأعمال المتسارع والتنافسي، أصبحت إدارة التغيير عنصرًا أساسيًا لضمان نجاح المؤسسات واستدامتها. فمع التطورات التكنولوجية، وتغيرات السوق، والتحولات الاقتصادية، تحتاج الشركات إلى التأقلم بسرعة وفعالية مع المتغيرات لضمان استمراريتها. إدارة التغيير في الأعمال لا تقتصر فقط على تعديل السياسات والإجراءات، بل تشمل أيضًا التحول في ثقافة المؤسسة، استراتيجياتها،

YouTube Video

https://www.youtube.com/embed/N5iYzckamiY?si=yjw65g7geE069juT