

# AWA Institute

## Workplace Change Management Programme

The Workplace Change Management Programme is a three-month interactive programme consisting of online learning and virtual cohort discussions for those wishing to develop their careers as professional workplace change managers and consultants. The programme is designed to give you an in-depth understanding of the components of workplace change, including aspects of hybrid, remote and new ways of working, dealing with resistance, barriers to change, motivating others, the emotional elements of change and maintaining change over time.

### Upon completion:

You will have access to a tried and tested framework, as well as tools and methods for a sustained transition to new work and workplace models.

### You will have the skills and confidence to:

- Address strategic, technical, organisational, and behavioural challenges to execute positive and transformational workplace change, drawing on the latest scientific research
- Deliver complex, multi-disciplinary workplace change management programmes
- Apply learnings to your current change projects, ensuring you can identify specific, tangible takeaways and actions that can be implemented immediately
- Lead multi-disciplinary strategic workplace initiatives with confidence

### Who is the programme for?

The programme is suited to current and aspiring leadership role holders in Human Resources, Facilities, Corporate Real Estate, Technology Management and Business Operations, leading organisational workplace change projects and programmes.





## Structure

The programme is divided into five modules. In addition to the five online self-paced learning modules, there are four cohort virtual sessions held on the fourth Thursday of every month, facilitated by AWA's change management professionals. These are a combination of small and large group discussions and are highly interactive.

## Programme overview

Module	Session	Date
Virtual A	Cohort Virtual Session A (90 minutes)	Thursday, 20 July – 4:00 PM to 5:30 PM UK
1	Change Fundamentals (online learning at own pace) <i>Rational emotional model; drivers and barriers for change</i>	
2	Defining the Change (online learning at own pace) <i>Building the case for change; clarifying vision; managing power and influence</i>	
Virtual B	Cohort Virtual Session B (2-hours)	Thursday, 17 August – 4:00 PM to 6:00 PM UK
3	Delivering the Change (online learning at own pace) <i>Roles and responsibilities of stakeholders; sequencing the change programme; change activities and consistent messaging</i>	
4	Maintaining the Change (online learning at own pace) <i>Embedding new habits; post change support; evaluating the change</i>	
Virtual C	Cohort Virtual Session C (2-hours)	Thursday, 14 September – 4:00 PM to 6:00 PM UK
5	The Role of the Consultant (online learning at own pace) <i>Personal skills; presentation and credibility; tolerance for discomfort and uncertainty</i>	
Virtual D	Cohort Virtual Session D (2-hours)	Thursday, 12 October – 4:00 PM to 6:00 PM UK
	<b>Successful participants will receive formal recognition of their achievement and a Certificate of Completion.</b>	

**Course fees (£GBP): £2,500**

*AWA Institute members receive free and discounted places as part of their membership. Please refer to the AWA Institute Membership Brochure (available on our website) or speak with your membership manager at AWA.*

*AWA has the right to cancel or reschedule a course, as a minimum number of participants is required. In the event the course is to be cancelled, AWA will reimburse in full any course fees paid.*

**To register or to find out more, please contact:**

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