

"Competent student – experienced graduate: international workshops on key competencies for the labour market"

The project is financed by the National Agency for Academic Exchange within the International Academic Partnerships Programme
Agreement No. PPI/APM/2019/1/00014/U/00001

BELGIUM

Change Management

Goals:

- The participant understands the difference and complementarity between project management and change management
- The participant understands the importance of change management and the main drivers and obstacles of successful change
- The participant recognises and is able to evaluate the multitude of change management frameworks
- The participant is able to design and communicate a change management approach in an organizational context, based on change management methodology
- The participant knows the key principles of stakeholder management
- The participant can formulate tactics to tackle resistance to change

Activities and tasks:

- Workshop "Managing change successfully"
 - Introduction to theoretical frameworks of change management
 - Practical real life business case
- During the project week in Belgium we provided a vegetarian menu

Outcome:

- The participant gains insights through experience learning, cases and theoretical models
- The participant gains understanding of change management concepts

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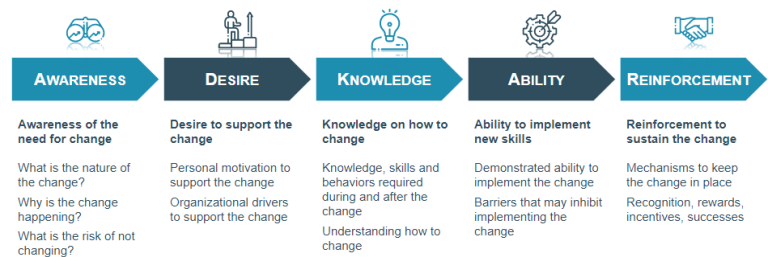
Workshop “Managing change successfully”

The workshop started outside, where trainer (Niels) introduced himself and the goal of the workshop. First, he explained the differences and similarities between project management and change management, exploring different theoretical methodologies. Afterwards, an introduction of the ADKAR model which is a change management framework, was given. The name of this model is an acronym which stands for Awareness, Desire, Knowledge, Ability and Reinforcement.

A real life business case from the company “Wonderful” (a company in the automotive industry) was introduced. The participants worked in small groups on how they would take on this change management project. In between, the participant implemented the trainer's feedback. The similarities between the solutions of the different groups were discussed. To conclude, the trainer explained his own approach to this real life case.



ADKAR – a change management framework



Vegetarian menu

During the week, only vegetarian dishes were served which led to a lot of resistance from the participants. Through constructive feedback and discussions, participants were challenged to reflect upon and question their own lifestyles and perspectives. The goal was on the one hand to raise awareness about our intentions for sustainable principles. On the other hand, the participants learned to cope with change and resistance which is a crucial competence in an ever changing world.

