

# Wemanity Learning Center

wemanity

*Training catalog 2024*



# Wemanity is a unique **consulting group** specializing in **organizational transformation**.

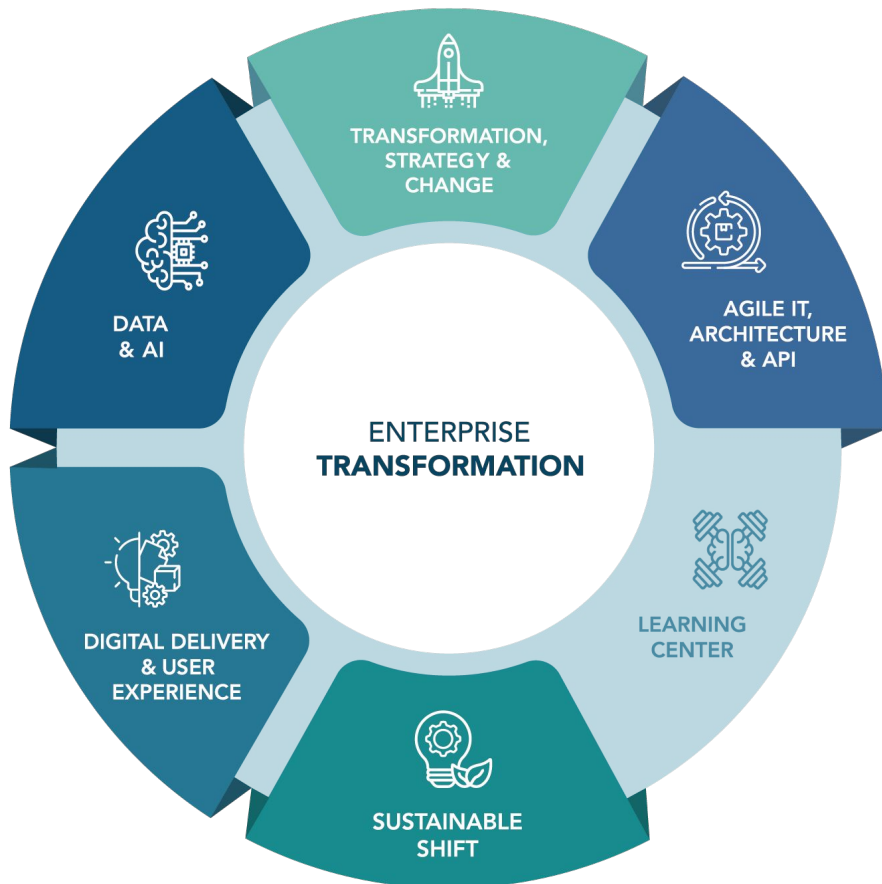
The Wemanity Learning Center is the Wemanity Group's **training organisation**.

We enable our customers to sustain the group's support by working on the **internalization of skills** and the **autonomy of employees**.

10 000+  
employees  
trained each year

90+  
trainers

100+  
areas of  
expertise





# CHANGE

Develop your skills and mindset for the future of work





# Change Management Awareness

CHANGE  

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand the basics of change
- Understand change in your organization
- Why change management is important
- How to deal with change (intrapersonal and interpersonal)

## TOPICS COVERED

Maximizing the adaptability of change is essential for an organization in the current world. This training will help you onboard change management within your organization and create awareness around it.

### 1. Change Fundamentals

What is change management?  
Why is it important?  
“What’s in it for me” concept?

### 2. Change approaches

High-level different approaches towards change management

### 3. Key benefits

Clarify the return on investment for the organization and the people within

### 4. Awareness & Desire

Create an appetite to make out of change management a priority



**Recommended duration**

Half a day



**Prerequisite**

All public impacted by change

[To learn more](#) 



# Driving change

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Create a simple and safe environment to support the complexity of change
- Analyze, map, and explain the changing environment
- Get a global overview of the change management frameworks (Prosci ADKAR® Model, WeChange Model)
- Use the agile mindset and design approaches to redirect when faced with change during the initiative

## TOPICS COVERED

Change is everyone's responsibility and must be based on a progressive, measurable and impactful approach. Get a global overview of sequential and more iterative management frameworks and how to manage initiatives on the people side of transformations at the organizational level.

### 1. Understand the Change

What is change management?  
Why use change management?

### 2. Design the Change

How to set up the organizational Change Management approach for your initiative?  
Define a “Change Framework strategy” and deploy the change increments.

### 3. Implement and live the Change

How to implement the designed OCM approach during your initiative?  
Measure adherence, manage resistance and rely on relays to sustain the change.

### 4. Anchor the Change

How to anchor the new changes within your organization?  
Use a case exercise to practice.



**Recommended duration**  
2 days



**Prerequisite**  
Managers facing change resistance

[To learn more](#)



# Deepdive in change frameworks

CHANGE

Each content can be adapted according to your needs.

## PEDAGOGICAL OBJECTIVES

- Bring awareness around 7 change frameworks
- Have an overview of the assets linked to the models
- Understanding the benefits of each framework
- Learn from use cases

## TOPICS COVERED

An overview of the 7 models: Kotter, Lewin, Prosci ADKAR®, Ajzen, Six Batteries, Systemic Transition Management, and #WeChange. It creates awareness around the framework itself, when it's best suited, and to define decisions and next steps for your own initiative.

### 1. Context

Why use frameworks?  
When to use which framework?

2.

### Model's overview

Model presentation  
Structure, terminology, and principles

3.

### Model's assets

Discovering and understanding the different types of assets and their good usage

4.

### Start your journey

What is the framework best suited for the change initiative at your organization



Recommended duration

1 day



Prerequisite

Managers facing change resistance

To learn more



# Resistance management

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Understand resistance to change, its root causes, and stages of transition
- Learn how to diagnose resistance to change in a project
- Learn techniques and attitudes to mitigate organizational change resistance - whether at the collective or individual level

## TOPICS COVERED

Change is associated with doubt, worry, and uncertainty which makes resistance one of the most perplexing and stubborn issues faced when embarking on any organizational change. Get an overview via experiential learning on understanding, identifying, and mitigating resistance to change to drive envisioned project outcome.

### 1. Fundamentals of resistance to change

Why it occurs  
What it looks like  
Its costs and risks

### 2. Prepare to manage resistance

Anticipate resistance in a project  
Diagnose individual and collective resistance

### 3. Mitigate resistance to change

Techniques to prevent and alleviate resistance at:  
- individual level  
- collective level

### 4. Define your resistance management plan

Define your action plan at the individual level



**Recommended duration**  
1 day



**Prerequisite**  
Managers facing change resistance

[To learn more](#)



# Conflict management

CHANGE

*Each content can be adapted according to your needs.*

## PEDAGOGICAL OBJECTIVES

- Become aware of cognitive biases in conflict management and reactions to conflicts
- Understand how to reduce the amount of conflict you can experience in the context of change
- Learn strategies and communication skills that will help with conflict management

## TOPICS COVERED

People tend to personalize and make an organizational change about themselves when it occurs - thinking that the change is taking place either for, or in spite of, them. This gives rise to conflict which when left unresolved can have a heavy toll on the project's success and the turnover of human capital. Understand the principles of conflict management and learn techniques to resolve conflicts in the context of change programmes.

### 1. Principles of conflict management

Understanding the problem to better solve it

### 2. Conflicts and resistance to change

Focus: conflict management in the context of change

### 3. Conflict prevention

Habits, techniques, and strategies to reduce conflicts

### 4. Conflict resolution

Strategies and steps to resolve conflicts  
Practice tools to improve communication skills in conflict resolution



**Recommended duration**  
1 day



**Prerequisite**  
Anyone dealing with resistance to change and conflict

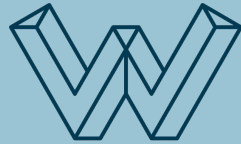
[To learn more](#)



# Interested? Get in touch with us!

Contact us





**wemanship**