

cto

corporate training options

About Us

Our mission at CTO is empowering people through learning that drives lasting growth and organisational success.

With that focus, we provide high-quality, practical training designed to help individuals and organisations build skills, improve performance and adapt to an ever changing business environment.

With experienced trainers and flexible delivery options, CTO provides engaging, results-focused learning designed to strengthen capability and support long-term business success.

*“Hope is NOT a
Development Plan.”*

Change Management - Leading through Organisational Change

Other Leadership Courses

- Building a Committed Workplace
- Strategic Planning
- Learning to Lead
- Team Building
- Excellence in Supervision
- Coaching for Development
- Leading Virtual Teams
- Effective Communication

Skills that Build Teams that Win

Contact Us

We would love to collaborate with you



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*Our trainers are located all across
Australia.*



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Leadership: Change Management - Leading through Organisational Change

The Challenge

Organisational change is constant, but most change initiatives fail—not because the strategy is wrong, but because leaders don't know how to bring people along. Resistance, confusion and fear derail even well-planned transformations. Leaders need more than change management theory - they need practical skills to guide teams through uncertainty while maintaining productivity and morale.



What you will Learn

- ✓ Understand the psychology of change and why people resist it
- ✓ Lead change initiatives with clarity and confidence
- ✓ Communicate change effectively to reduce resistance and anxiety
- ✓ Identify and address the emotional stages people experience during change
- ✓ Build change resilience in yourself and your team
- ✓ Overcome obstacles and resistance using proven change leadership strategies
- ✓ Maintain team performance and engagement throughout transitions

Who should Attend

This program is essential for leaders navigating organisational change, whether it's restructuring, digital transformation or cultural shifts. Ideal participants include:

- Senior leaders and managers leading change initiatives
- Project managers implementing organisational changes
- HR professionals supporting workforce transitions
- Team leaders managing teams through uncertainty

Course Delivery

- Online via Microsoft Teams
- Onsite at your Workplace
- Hybrid (combination of both)

Duration

- Full Day Course

Group Sizes

Our prices are based on group sizes and not per person (the more the merrier)

- 1 - 3 trainees
- 4 - 15 trainees
- 16 - 20 trainees

Pre Requisites

None - Open to all

Course Modules

Module 1. Why Change Initiatives fail and what Leaders can do Differently

- The real reason most change efforts derail - it's not the strategy
- The human side of change that leaders consistently underestimate
- Common change leadership mistakes and how to avoid them
- Shifting from change manager to change leader

Module 2. The Psychology of change and why people resist

- What happens in the brain when change is announced
- Understanding resistance as a natural human response, not a personal attack
- The hidden fears behind the visible pushback
- Identifying where individuals are in their change response cycle

Module 3. Leading with Clarity and confidence

- Why uncertainty is the enemy of commitment during the change
- Communicating the "why" before the "what" and the "how"
- Leading confidently when you don't have all the answers yourself
- Setting clear direction while remaining open to input and feedback

Module 4. Communicating change to reduce anxiety and resistance

- Why information alone doesn't reduce resistance
- Crafting change messages that speak to both logic and emotion
- Timing, frequency and channel - the often-overlooked communication variables
- Listening as a change communication strategy, not just an afterthought

Module 5. The Emotional Journey - Guiding people through the stages

- Understanding the emotional arc people travel during significant change
- Recognising where different team members are on the journey
- Responding to grief, anger and uncertainty with empathy and confidence
- Moving people forward without dismissing or minimising their experience

Module 6. Building change Resilience in yourself and your Team

- Why resilience is a skill not a personality trait
- The mindsets and habits that help leaders absorb and adapt to change
- Practical strategies for building your team's capacity to handle uncertainty
- Preventing change fatigue when transitions are constant and overlapping

Module 7. Overcoming Obstacles and Sustained Resistance

- Diagnosing the real source of resistance. It's rarely what it appears to be
- Proven frameworks for moving reluctant individuals and teams forward
- Having direct conversations with resisters without creating further division
- Turning influential resisters into unexpected change champions

Module 8. Maintaining Performance and Engagement through the Transition

- Why productivity and morale don't have to collapse during change
- Keeping teams focused on what they can control when uncertainty is high
- Celebrating progress and milestones without declaring victory too early
- Embedding the change so it sticks and preparing the team for what comes next

Elevate and Empower - Educate