

Transformation: Change Champion as Change Agent

- Do you have the skills to trigger meaningful change and implement it effectively in your organisation?
- Do you want to learn how to support both individuals and the organisation in transitioning from the current state to the desired future state?
- Would you like to master practical methods to plan, manage, and sustain change initiatives?

Introduction

Becoming a true change champion requires more than just endorsing new initiatives—it demands the ability to inspire, lead, and anchor transformation at every level of the organisation. A change champion is not only responsible for triggering and implementing change but also for ensuring that change becomes embedded in daily practice. This program equips participants with the tools to drive transformation through visionary leadership, stakeholder engagement, and psychological strategies that shift mindsets. From planning and building commitment to managing resistance and motivating teams, participants will learn structured methodologies to guide transitions smoothly. The program also focuses on measuring outcomes, collecting feedback, and consolidating progress so that change is not just a one-time event but a lasting cultural shift. By the end, participants will be prepared to act as effective change agents who keep their organisations focused, motivated, and ready for the future.

Program Objectives

This program aims to

- Create awareness of the need for change
- Create a desire to support and participate in change
- Provide knowledge of how to change
- Equip ability to implement change
- Reinforce sustainable change

Learning Outcomes

After completing this program, participants should be able to

- Modify individual behaviour

- Change organisational behaviour
- Create successful change

Who should attend?

Officers involved in organisation change, transformation or corporate rebranding, human resource officers.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	<p>Understanding Human Mindset to Initiate Change</p> <p>In this module, the participants would start to understand the fundamentals of attitude and behaviour. This includes the construct of the attitudes and behaviour, the determinant of the attitudes and behaviour and the interaction between attitudes and behaviour. In this initiate change phase, the participants will learn how to provide visionary leadership to initiate change, develop a change mindset and the most important, the participants must involve key stakeholders and build commitment for change</p>
10.30am-11.00am	<p>Morning Break</p>
11.00am-1.00pm	<p>Engagement and Commitment to Organisation Growth</p> <p>This module focuses on understanding the role of organisation engagement and commitment to organisation growth and productivity. The participants would appreciate the business process and ways to optimise engagement in the organisation. The participants would learn the coaching method to boost organisation engagement at the workplace to create optimum commitment.</p>
1.00pm-2.00pm	<p>Lunch</p>
2.00pm-3.30pm	<p>Plan, Manage and Lead Change</p> <p>In this module, the participants would learn the fundamental and essential for successful change management - planning, managing, leading the change. Principle of behavioural intelligence would be shared in this module. The main objective of this module is to</p>

	implement change.
3.30pm-4.00pm	Tea Break
4.00pm-5.00pm	<p>Overcoming Resistance to Change</p> <p>In this module, the participants would learn methods to overcome resistance and effectively implement change. The techniques include how to overcome opposition, effectively engage employees, implement change in several stages, and communicate change effectively.</p>
Time	Day Two
9.00am-10.30am	<p>Methodology to Keep Focused and Motivate Employees</p> <p>The participants would understand the illogical human behaviour by understanding various concepts such as altruism, anchoring bias, bounded rationality, default behaviour, expert bias, fairness and reciprocity, familiarity bias, fear of change, framing problem, hedonic adaptation, head behavioural, and others concept in behavioural economics.</p>
10.30am-11.00am	Morning Break
11.00am-12.00pm	<p>Listening and Analyse Feedback for Sustaining Change</p> <p>In this module, the participants would pick up active listening skills. By applying active listening skills, the participants can get more insights into the situation that would lead to the change or stop them from the change. From the data collected, the participants would learn how to consolidate and anchor change in this stage.</p>
1.00pm-2.00pm	Lunch
2.00pm-3.30pm	<p>ADKAR as Change Champion Heart</p> <p>In this module, the participants would learn how to create awareness of the need for the change, create a desire to support and participate in change, knowledge of how to change, ability to implement change and reinforcement to sustain change.</p>
3.30pm-4.00pm	Tea Break
4.00pm-5.00pm	<p>Mastering Organisation Behaviour for Creating Successful Change Culture</p> <p>In this module, participants would learn that organisations are social systems; however, with the industrial revolution, the scope of organisational behaviour shifts. The module helps the participants to understand how to apply and adopt technology for the behavioural change. By understanding the organisational behaviour, the participants would be able to create a sustainable work culture in the organisation.</p>

