

# #UP/Manage change with agility

## No. 8530

**Target group:** All managers and employees who take leading roles in change processes.

**Prerequisites:** An interest in online learning and a willingness to put the theory you have learned into practice and optimize it on a daily basis, to make sure that these new tools become a habit.

**Training method:** Online self-learning phases, live online sessions and support by professional learning experts.

**Duration:** approx. 45 days running time

**Study time:** 2 – 4 hours effective study time on the LearningHub @Cegos | 8 – 10 hours practice-oriented consolidation of what has been learned and successful transfer of the learning content into the working environment

**Number of participants:** min. 8 – max. 12

**Languages:** Available in 7 languages (ideal for international implementation)

DE EN FR ES IT PT CN

**Price:** on request

**Benefits/Content:** Thanks to this learning and implementation program, you will:

- Improve your agile management skills in the change process
- Improve your ability to manage your team's emotions
- Be even better prepared to safely manage change.

You can acquire, deepen and apply your agile management skills in change processes in your daily work by combining digital learning, live online sessions and support from mentors (supervisors or colleagues). We call this format #UP. It is based on a personalizable learning path that guarantees real learning success.

By using this format, we are keeping the promise of 4REAL, the process model of the Integrata Cegos Group, to offer you a lasting, practice-oriented and efficient learning experience.

You are the one who is in the driving seat: You have a clear objective right from the start and choose your own learning path.

### Milestones Process Learning and applying

**1. Learning set-up**  
Definition of your objective



Day 1 – 9 | 1 – 2 hours

**2. Live Online Session**  
Exchange on learning content & support



Day 10 | 90 minutes

**3. Personalize**  
your learning path



Day 10 – 11 | 30 minutes

Sprints – You choose two of the following sprints:

**1. Creating motivation by creating and sharing a strong vision**

- Creating and communicating of a strong vision
- Tools for building and communicating a strong vision
- Your transfer of learning for building and communicating a strong vision – Hands-on tips for the implementation in daily work

**3. Managing change with the testing and learning approach**

- Managing change with the testing and learning approach
- Tools for steering the change process
- Your transfer of learning for managing change with the testing and learning approach – Hands-on tips

**2. Influence and persuade: Win people over to your side**

- Win the support of your conversation partner
- Tools to win people over
- Your transfer of learning for winning people over to your side – Hands-on tips

**4. Keeping change up by dealing with typical emotions involved in a change process**

- Managing your team's emotions:
  - Dealing with emotions and offering the right support as a manager
  - Adapt your response to the emotional maturity of your employees
- Tools for dealing with emotions in change processes
- Your transfer of learning for dealing with emotions in change processes – Hands-on tips

**4. Learning and applying to workplace**



Day 11 – 40 | 4 – 10 hours

**5. Live Online Session**  
Exchange on transfer of learning



Day 38 – 43

Day 44 | 1 hour

**6. Get certified**  
Evidence validation\*



Day 45

\*Prerequisites for the certificate: Submission of two pieces of evidence from third parties (colleagues, managers, clients, etc.) in line with the learning objectives you set yourself at the beginning of the training program.

**Mentoring path**



Day 1 – 45 | 4 conversations

Involvement of a company internal mentor (colleague, manager, supervisor, etc.) in the learning program, who will assist you with:

- individual objectives (comparison of company and learning objectives)
- selecting sprints
- collecting learning evidence