CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Change Management and Institutional Transformation

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education
Higher Institute of Law and Business (ISDE)

Professional Development Institute
Professional Development Institute

Universidad Camilo José Cela
Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Change Management and Institutional Transformation

About the programme:

A programme that develops the ability of organisations and leaders to manage change and transformation in a structured way that connects people, processes, and strategy.

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. Understand the dynamics of institutional change.
b. Develop actionable transformation plans.
c. Improve team leadership during change.
d. Strengthen the sustainability of institutional change.
e. Design an engagement plan that addresses resistance and measures adoption of new practices.

Target audience:

a. Leaders and managers responsible for transformation
b. Organisational development and HR officers
c. Programme and change initiative managers

Daily programme:

• Day 1: Diagnosing the need for change

a. Identifying performance gaps and the drivers that call for change
b. Assessing organisational readiness for transformation
c. The dynamics of institutional change: culture, power and habits
d. Building the case for change in terms that staff and leaders accept
e. Case study: diagnosing the change needs of a public institution
f. Day output: change diagnosis and readiness assessment

• Day 2: Transformation planning

a. Defining transformation scope, phases and realistic timelines
b. Stakeholder mapping for change: supporters, sceptics and decision-makers
c. Linking transformation plans to budgets, systems and structures
d. Quick wins and longer-term changes in a phased roadmap
e. Workshop: building a phased transformation roadmap for a selected initiative
f. Day output: transformation roadmap with phases and stakeholders

• Day 3: Leading change

a. Sponsor and change team roles and the support they need
b. Communicating transformation impacts to different staff groups
c. Leading teams through uncertainty and changes in ways of working
d. Keeping leadership visible and consistent throughout the change
e. Workshop: drafting a change communication plan for affected teams
f. Day output: change roles chart and communication plan

• Day 4: Managing resistance

a. Analysing the sources and forms of resistance to change

b. Engagement, support and training to address staff concerns

c. Designing an engagement plan that responds to resistance

d. Involving managers and informal leaders in the change effort

e. Case study: responding to resistance in a restructuring of an administrative unit

f. Day output: resistance analysis and engagement plan

• Day 5: Monitoring and sustaining transformation

a. Measuring adoption of new practices and their stable use

b. Reviewing results and sustaining gains after the project closes

c. Embedding change in policies, procedures and performance systems

d. Adoption indicators and how to act when adoption stalls

e. Workshop: defining adoption measures and a sustainment plan for the change

f. Day output: adoption indicator set and sustainment actions

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

- **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.
- **Case studies:** examples from international organisations that highlight real successes and challenges.
- **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.
- **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**
- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Change Management and Institutional Transformation**	Course Title
Language	**English**	Course Language
Duration	**5 days**	Duration
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email	info@cinpaa.org
WhatsApp	+34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
Cairo, Egypt	07 - 11 Dec 2026
Cairo, Egypt	01 - 05 Feb 2027
Madrid, Spain	03 - 07 May 2027
Barcelona, Spain	02 - 06 Aug 2027
London, United Kingdom	01 - 05 Nov 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

سينبا التعاونية الدولية للتدريب والاستشارات | CINPAA – International Cooperative for Training & Consulting

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Scan to save our contact

Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington