



# Change Management

## Accelerate and optimize change processes

### Seminar objective

Willingness to change is one of the key qualifications for managers. They can, of course, be perceived as a challenge for processes that, in retrospect, have been successful. However, the current environment requires flexibility, and in the vast majority of cases this also entails change. And successful change processes - adapted to the market conditions - provide you and your team with decisive competitive advantages. In our Change Management Training, you will learn how to deal with resistance on your change path, how to bring your team along with you and how to apply important tools that you need for your change process. In this way, you can look to the future with confidence and are optimally prepared.

### Seminar content

#### Fundamentals of Change Management:

- Creating motivation for change - What do real-world examples look like?
- Seeing new opportunities in change
- What is your vision for the outcome of the change process?
- Change management: What tools do you have at your disposal?

#### Your tools for successful change management:

- Develop a vision together and create the right conditions
- The continuous improvement process
- Develop openness for new things in the team and address problems
- Establish creativity techniques
- Promote communication in the team and question structures
- Presentation of the phase models for the process and examples

1. Unfreezing: Addressing the problem

2. Moving: question existing structures and initiate change

3. Refreezing: Establish new processes and let them "sit down"

#### Decide on measures and drive the change forward:

- Which method suits you?
- A plan of action in which you especially take your team with you
- Cases from practice

### Methodology

Short trainer inputs Moderated discussion Example exercises  
Supervision Exchange of experiences and discussion

### Target audience

The change management seminar is aimed at specialists and

#### Course ref.

F2009

#### Participants

not more than 9 participants

#### Schedule

1. Day: 10:00 - 17:00  
2. Day: 09:00 - 16:00

#### Location & dates

##### Münster

26.09.2024 - 27.09.2024  
14.11.2024 - 15.11.2024  
25.09.2025 - 26.09.2025  
13.11.2025 - 14.11.2025

##### Hamburg

29.08.2024 - 30.08.2024  
10.02.2025 - 11.02.2025  
28.08.2025 - 29.08.2025

##### Berlin

21.11.2024 - 22.11.2024  
31.03.2025 - 01.04.2025  
20.11.2025 - 21.11.2025

##### Frankfurt am Main

13.06.2024 - 14.06.2024  
09.12.2024 - 10.12.2024  
12.06.2025 - 13.06.2025  
08.12.2025 - 09.12.2025

##### Stuttgart

24.10.2024 - 25.10.2024  
30.10.2025 - 31.10.2025

#### Fee

1.150,00 € (ex. VAT)  
1.368,50 € (inc. VAT)

Included in the price: Working documents, certificate of participation, lunch and coffee breaks.



**MANAGEMENT-INSTITUT  
DR. A. KITZMANN**

Seminare für Fach- und  
Führungskräfte

managers who wish to actively shape and support change processes.



## FAX-ANMELDUNG +49 251 20205-99

Internet: [www.kitzmann.biz](http://www.kitzmann.biz)  
E-Mail: [info@kitzmann.biz](mailto:info@kitzmann.biz)  
Telefax: +49 251 20205-99

Ich melde mich/Wir melden uns zu folgender Veranstaltung an:

1. Teilnehmer

\_\_\_\_\_  
Name/Vorname

\_\_\_\_\_  
E-Mail

\_\_\_\_\_  
Mobilnummer

\_\_\_\_\_  
Veranstaltung                      Seminarcode

\_\_\_\_\_  
Ort                                      Termin

Firmendaten/Rechnungsempfänger

\_\_\_\_\_  
Firma

\_\_\_\_\_  
Rechnung (Name)

\_\_\_\_\_  
Straße/Nummer

\_\_\_\_\_  
PLZ/Ort

\_\_\_\_\_  
Telefon/Fax

\_\_\_\_\_  
Branche

\_\_\_\_\_  
Datum

2. Teilnehmer

\_\_\_\_\_  
Name/Vorname

\_\_\_\_\_  
E-Mail

\_\_\_\_\_  
Mobilnummer

\_\_\_\_\_  
Veranstaltung                      Seminarcode

\_\_\_\_\_  
Ort                                      Termin

\_\_\_\_\_  
Anzahl der Mitarbeiter in Ihrem Unternehmen

\_\_\_\_\_  
Kundennummer

\_\_\_\_\_  
Anmeldebestätigung (E-Mail)

\_\_\_\_\_  
Unterschrift