

# Change Management

## + Content

This seminar is designed to support both management and project leaders, as well as company employees, in successfully implementing the changes driven by digital transformation and the resulting impacts of software projects such as ERP, PLM, and others. The seminar combines theoretical foundations with practical application. It provides knowledge on topics such as communication and motivation within projects, as well as potential measures to enhance employee engagement and qualification. In addition, it includes group work and workshops focused on key change management components, where practical methods for implementation are collaboratively developed.

## + Target Audience

Managing Directors, Project Managers, Process Management, and Decision-Makers from Procurement, SCM, and Quality Management

## + Customization

Together, we tailor the agenda to the specific needs of your company – both in terms of duration and content. You also have the option to conduct the seminars either on-site or conveniently online.

## + Seminar agenda

### Welcome and Introduction

### Introduction to Change Management

- + Definition: What is Change Management? When is Change Management necessary?
- + Transformation: Using Change Management methods to successfully achieve both technical and cultural change within the organization.

### The four building blocks of change management

- + 1. Vision / mission: Vision as a compass and motivational foundation for all subsequent goals and strategies
- + 2. Communication: Change must be communicated. Communication as a strategy to prevent conflicts
- + 3. Participation: The key factor for successful change management: involvement in shaping and defining how implementation takes place
- + 4. Qualification: Building knowledge and motivation, changing attitudes, reducing resistance

### Training session – developing a change concept

- + Creating a vision/mission for a change concept, including role definitions and participation measures

### Training session – developing a communication concept

- + Creating a communication concept: motivating and informing stakeholders through communication
- + Developing a communication plan: possible content and areas of application

### Training session – conflict and escalation management

- + Identifying and resolving crises and escalations at an early stage
- + Developing possible conflict resolution and escalation strategies

### Introducing change management in the organization

- + How can the necessary internal changes be implemented? Defining possible goals, approaches, and content
- + Typical roles and responsibilities within change management

### Feedback and exchange

# Contact

... we look forward to hearing from you:

 **Angelina Schock** | Managing Partner  
[schock@gcs-consulting.de](mailto:schock@gcs-consulting.de)

 **Andreas Franke** | Managing Partner  
[franke@gcs-consulting.de](mailto:franke@gcs-consulting.de)



**Address**  
GCS Consulting GmbH  
Firkenweg 1  
85774 München



**Fon** +49 89 891365 -0  
**Fax** +49 89 891365 -29



**E-Mail** [info@gcs-consulting.de](mailto:info@gcs-consulting.de)  
**Website** [www.gcs-consulting.de](http://www.gcs-consulting.de)