



Fundamentals of a successful transformation

Benefits of this training

This two-days training programs offers participants the opportunity to experience the full cycle of a business transformation through an immersive case study. It covers the key areas of the expertise that a manager has master to understand, support, or lead a transformation project.

Learning objectives

- Provide tools to managers leading projects with a change management component
- Manage change inside the company and with clients



Teaching approaches

The training alternates between theoretical sessions (25%) and hands-on application (75%) in teams of a 4-6 participants, working on a practical and engaging case study that can be adapted to specific contexts.

At each stage, the teams learn best practices for managing transformation projects on all axes.

During two days, all steps of the transformation project lifecycle are covered, from the framing phase to the deployment one.

Target audience

- Anyone willing to structure his approach to manage a transformation project, enhance their practices, or simply acquire the knowledge and foundational skills needed to launch or support a transformation project.
- Any team ready to launch a transformation project, based on their actual case.

In-house training

Duration: 2 Days

Presential or Remote learning
Customization possible

Language: English or French

Prerequisites: none

Recommendations:
Concept of Project Management

Access timeframe: 2 weeks

Implementation timelines:
Based on the analysis of the client's needs

Evaluation:
Self-assessment of prior knowledge at the start of the training program
Self-Assessment form upon completion of Training

Methods used for the workshop:
In full-group and sub-groups, role-playing based on a central case study

8 to 12 participants

Accessibility for disabled people:
Yes, please contact us to discuss options

Prices: Please, contact us



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Program

Transformations

- Why manage change
- Resistance to change
- What is a transformation?
- What is change management?
- An increasingly rapid pace of change

Different models of change management

- Lewin's model and the sociological approach
- The wheel of Change of Moss Kanter
- John Kotter and his 8-Step process

The phases of a transformation project

- A 3-step structuration
- The phases of a Transformation Project
- Objectives and Key Success Factors

The framing

- Interpret the decision-maker's initial statement
- Identify the stakeholders
- Structure the design phase as project: project scope statement, WBS, workflow, roles, project charter

Conception

- Develop and communicate a vision for change
- Conduct a qualitative and quantitative assessment of stakeholders
- The socio-dynamic matrix: the ally strategy
- Analysis of the impact on stakeholders and the acceptability of change
- Initiate communication
- Collectively develop the solution
- Structure the implementation phase

Implementation

- Implementing the change
- Measuring Change with the ICAP (Professional Adaptability Index) Barometer
- The OBEYA room at the centre of the change initiative
- Managing resistance to change
- Using Active Listening

The key success factors

- Share the key factors for successful change



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Key Figures

More than **20,000 participants** worldwide over nearly **20 years**.

For **90%** of participants (*), the training pedagogical progress is perfectly matching their needs.

97% of participants (*) highlight our trainers' ability to bring knowledge to life, drawing on their real-world professional experiences.

Our training programs meet the objectives (**) for **93%** of the participants (*)

(*) Period from January 2025 – December 2025

(**) usefulness of the content for professional development and overall satisfaction of the training