



INSTITUTE OF CHANGE MANAGEMENT



ICM LEARNING SERIES

Public Sector Change Management Fundamentals



Course Overview

The "Public Sector Change Management Fundamentals" course is designed to provide participants with a comprehensive understanding of change management principles and practices specifically tailored to the public sector. This course equips participants with the knowledge and skills needed to effectively plan, implement, and sustain organizational change initiatives within government agencies, non-profit organizations, and other public sector entities.

COURSE OBJECTIVES

At the end of this course, participants will be able to:

- Recognize the unique challenges and opportunities of change management in the public sector.
- Apply established change management models and frameworks to public sector contexts.
- Develop a tailored change management plan for public sector initiatives.
- Engage and communicate with diverse stakeholders effectively.
- Cultivate change leadership skills and strategies for public sector leaders.
- Address and mitigate resistance to change within public sector organizations.
- Monitor and evaluate change initiatives using data-driven approaches.
- Draw insights and best practices from real-world case studies in the public sector.



COURSE CONTENT

Introduction to Public Sector Change Management

- Understanding the context, challenges, and opportunities of change in the public sector.
- The role of change management in achieving organizational goals.

Change Management Process and Models

- Key theoretical models: Lewin's Change Model, Kotter's 8-Step Model.
- Stages of change management: planning, implementation, and evaluation.
- Developing a change management plan tailored for the public sector.

Stakeholder Engagement and Communication

- Identifying and analysing public sector stakeholders.
- Creating an effective stakeholder engagement strategy.
- Crafting communication strategies for successful change.

Building Change Leadership

- Developing and empowering change leaders within the public sector.
- Leadership styles and their impact on driving and sustaining change.





COURSE CONTENT CONT'D

Managing Resistance to Change

- Understanding resistance in the public sector and addressing it effectively.
- Fostering a culture of change readiness.

Monitoring and Evaluating Change

- Establishing key performance indicators (KPIs) for change initiatives.
- Evaluating effectiveness and making data-driven decisions for continuous improvement.

Case Studies and Best Practices

- Analysing real-world examples of successful public sector change initiatives
- Learning from best practices in public sector change management
- Applying lessons learned to your own organization



Who should attend?



- This course is ideal for a wide range of professionals working in the public sector, including but not limited to:
- Government officials and policymakers
- Public sector managers and administrators
- Non-profit organization leaders
- Public sector consultants and advisors
- Change management practitioners focused on the public sector
- Anyone involved in planning or implementing change initiatives within government or public organizations



Duration: Two days (9am – 4pm) daily
Date: 5 – 6 May 2025

Venue: Elomaz Hotel, 3/5 Emmanuel St, Maryland, Lagos

Participation Fee: 235, 000 (per participant)

Account Details: First Bank PLC Acct. No. 2031097169

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