**November 17 – 19, 2025**

**Venue: PIM, Islamabad.**

**INTRODUCTION**

**"Mastering Change: Essential Skills for Today’s Leaders"** is a transformative course designed to equip professional and business leaders with critical change management skills and strategies, focusing on both the technical and people aspects of change within a Unified Value Framework (UVF). Participants will learn practical tools to navigate and sustain change initiatives, fostering adaptability and resilience at individual, team, and organizational levels. The course empowers professionals to lead successfully in today’s dynamic business environment, ensuring organizations thrive by fostering innovation and a culture of change readiness.

**OBJECTIVES**

* **Core CM Principles**: Key concepts, importance, and impact on organizational success.
* **Human Science of Change**: Understanding neurodiversity and its role in change management.
* **Future of CM**: Transition from outdated paradigms to evidence-based practices that align with modern organizational complexities.
* **Integrated Methodologies**: Apply core CM methodologies with project management practices through the Unified Value Framework (UVF) to manage both technical and human aspects of change.
* **Leadership Flexibility**: Build the ability to lead effectively through project constraints and organizational dynamics at individual, team, and organizational levels.
* **Change Tracking and Sustainability**: Gain tools to monitor progress, refine strategies, and sustain change momentum for long-term success.
* **Change ROI**: Assess return on investment (ROI) by leveraging key human factors in change initiatives.
* **Resilience and Resistance Management**: Develop resilience and effective strategies to address resistance, ensuring sustainable change.

**PROGRAM CONTENTS**

**Day – I: Mastering Essentials of Change Management (CM)**

* Change Management (CM) foundation and rationale
* Understanding human Science of change (neuroscience)
* Comparisons of Change Stages (Current, Transition, and Future)
* Project Management (PM) + Change Management (CM) - Unified Value Proposition (UVF)
* Holistic CM Framework in the Modern Era - Transition from outdated paradigms to evidence-based practices that align with modern organizational complexities.

**Day – II:** **Advanced Strategies and Transformative Models for Effective CM**

* Overview of CM Models and Methodologies
* Right CM Methodology to Fit Your Organizational Context
* Implement CM interventions across individual, project, and organizational levels while mastering tools to track progress, refine strategies, and sustain lasting change for long-term success
* Project Management (PM) & Change Management (CM) Integration - Case Studies Learning

**Part – III: Maximizing ROI and Overcoming Resistance: Strategic CM Insights**

* Estimating return on investment (ROI) of CM
* Key human factors deriving the greater return on investment
* Risks of not Adopting Change - Resistance Management (RM)
* Special Tactics to address resistance to change – Case studies learning

**METHODOLOGY**

Participants will learn by active participation throughout the training course using training course materials, exercises, questionnaires, training videos and engaging discussion of “real life” case studies will be analyzed to allow participants to effectively apply theories and strategies in practical scenarios for impactful results.

Engaging presentations will provide theoretical foundations, frameworks, and key concepts featuring real-world examples and case studies. Learners will be engaged in dynamic discussions aimed at examining diverse perspectives and fostering the exchange of valuable experiences through immersive simulated scenarios. Moreover, real-world change initiatives and case studies will be analyzed to allow participants to effectively apply theories and strategies in practical scenarios for impactful results.

**WHO SHOULD ATTEND**

Although course is open to all, because no prior subject knowledge is required. However, the most suitable candidates are:

* Leaders responsible for driving change and seeking to enhance their skills
* Change leaders, Corporate Sector Professionals, Change Practitioners
* Project Managers, Business Process Improvement Specialists, IT Professionals, Human Resource Business Partners, Organizational Development Professional
* Project Team Members, MBA / EBA students
* Looking to enhance their capabilities in leading teams through complex transitions.

**PROGRAM SCHEDULE**

The course is three-day program (9:00 pm to 4:00 pm).

**LEARNING INVESTMENT**

**Rs 41,000/-** learning investment includes; certificate, hands-on training, participant training kit, refreshment, lunch, and business networking.

**CONCLUSION**

The "**Mastering Change: Essential Skills for Today’s Leaders**" course equips leaders with critical Change Management (CM) principles, methodologies, and advanced strategies to navigate complex technical and human challenges. Participants will enhance their change leadership capabilities, foster a resilient organizational culture, and drive sustainable growth and innovation in dynamic environments. The course emphasizes hands-on strategies to mitigate resistance, enable smooth transitions, and embed adaptability and continuous improvement into organizational culture, ensuring businesses remain agile in rapidly changing landscapes. Offered by Pakistan Institute of Pakistan (PIM Pakistan), this unique course positions PIM as a leader in developing change-ready professionals, addressing the growing demand for CM expertise in Pakistan.