



**MAESTRO**  
CONSULTANTS

# **MANAGING WORKFORCE CHANGE FOR HR PROFESSIONALS**

## **COURSE OUTLINE 2026**

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**TRAINING TITLE**

MANAGING WORKFORCE CHANGE FOR HR PROFESSIONALS

**VENUE**

DUBAI, UAE

**DURATION**

5 Days

**DATES**

19-23 January 2026

**PRICE**

\$5,250 per attendee including training material/handouts, morning/afternoon coffee breaks, and Lunch.

**TRAINING INTRODUCTION**

This 5-day course equips HR professionals with the strategic knowledge and tools required to effectively manage workforce change. It addresses the challenges and dynamics of organizational transformation, including restructuring, digital transformation, mergers, downsizing, and cultural shifts. The course emphasizes the role of HR in change leadership, communication, employee engagement, and sustaining workforce productivity throughout periods of change.

**TRAINING OBJECTIVES**

By the end of the course, participants will be able to:

- Understand the principles and processes of effective change management in a workforce context.
- Support leadership in planning and executing organizational change initiatives.
- Develop communication and engagement strategies that support employees during transitions.
- Align workforce planning and talent strategies with organizational changes.
- Identify and mitigate risks associated with workforce disruptions and resistance to change.

## **TRAINING AUDIENCE**

- HR professionals and business partners
- Talent acquisition and workforce planning specialists
- HR managers and directors
- Organizational development and learning professionals
- Change management practitioners
- Line managers involved in people change initiatives

## **TRAINING OUTLINE**

### Day 1: Foundations of Workforce Change Management

- Understanding organizational change and its workforce impact
- The HR role in managing change
- Drivers of change: business, technology, and workforce trends
- Change models overview (e.g., Kotter, ADKAR, Lewin)
- Assessing readiness and capacity for change

### Day 2: Strategic Workforce Planning in Change Initiatives

- Aligning workforce planning with organizational goals
- Identifying critical roles and skills during transition
- Succession planning and talent retention
- Workforce gap analysis and scenario planning
- Supporting redeployment and restructuring

### Day 3: Communication and Stakeholder Engagement

- Building a change communication plan
- Communicating with empathy and transparency
- Managing stakeholder expectations and feedback loops
- Leadership's role in influencing change
- Promoting trust and maintaining morale

### Day 4: Managing Resistance, Culture, and Behavior

- Understanding resistance to change and how to address it

- Behavioral dynamics and emotional impact of change
- Strategies to influence organizational culture during change
- Engaging middle managers as change champions
- Supporting employee well-being and psychological safety

#### Day 5: Sustaining Change and HR's Strategic Role

- Embedding change into HR policies and systems
- Measuring success and workforce performance post-change
- Lessons learned and continuous improvement
- HR analytics in tracking change impact
- HR as a strategic advisor in organizational transformation

### **TRAINING CERTIFICATE**

**MAESTRO CONSULTANTS** Certificate of Completion for delegates who attend and complete the training course.

### **METHODOLOGY**

Our courses are highly interactive, typically taking a case study approach that we have found to be an effective method of fostering discussions and transferring knowledge. Participants will learn by active participation during the program through the use of individual exercises, questionnaires, team exercises, training videos and discussions of “real life” issues in their organizations. The material has been designed to enable delegates to apply all of the material with immediate effect back in the workplace.