Email: info@gatewayconsulting.com | Phone: +96522968641
https://gatewayconsulting.com

MANAGING WORKFORCE CHANGE FOR HR PROFESSIONALS

Start Date:	02/08/2026	**End Date:**	06/08/2026
Categories:	Human Resources	**Venues:**	Doha
Formats:	In Person	**Instructors:**	

OVERVIEW

This course equips HR professionals with the knowledge and skills necessary to lead and support workforce change initiatives, including organizational restructuring, technological transformations, mergers and acquisitions, and shifts in workforce strategy. It focuses on change management frameworks, employee engagement strategies, communication planning, and building workforce resilience through periods of transition.

OBJECTIVES

By the end of this course, participants will be able to: – Understand the drivers of workforce change and their impact on organizational dynamics. – Apply structured change management models to lead workforce transitions effectively. – Develop communication plans that engage and support employees during change. – Manage resistance to change and foster a culture of adaptability and resilience. – Support leaders and employees through the emotional and operational aspects of workforce change.

COURSE OUTLINE

1- Understanding Workforce Change: Drivers, Challenges, and Opportunities 2- Change Management Frameworks and HR’s Strategic Role 3- Planning and Communicating Workforce Change Initiatives 4- Managing Resistance and Building Organizational Resilience 5- Supporting Leadership and Employees Throughout the Change Process

TARGET AUDIENCE

All Supervisory Levels, HR Managers, HR Business Partners, Talent Management Specialists, Change Management Professionals, Organizational Development Consultants, and HR Leaders responsible for managing or supporting workforce transformations.

METHODOLOGY

The course uses a combination of theoretical frameworks, case studies of workforce change initiatives, interactive workshops, role-playing exercises, group discussions, and practical toolkits for planning and executing change strategies.

CONCLUSION

Upon completing the course, participants will be capable of leading or supporting workforce change initiatives that minimize disruption, maintain employee engagement, align with business goals, and foster a resilient and adaptable organizational culture.

DAILY AGENDA

Day 1: Understanding the Nature and Impact of Workforce Change

Explore the strategic drivers of workforce change, common challenges, and how change impacts organizational culture and employee behavior.

Day 2: Applying Change Management Models to Workforce Transformation

Learn to apply leading change management frameworks (such as Kotter’s 8-Step Model and ADKAR) to HR-driven change initiatives.

Day 3: Strategic Communication and Engagement During Change

Develop communication strategies that address employee concerns, build trust, and support transparency throughout the change process.

Day 4: Managing Resistance and Building Workforce Resilience

Identify sources of resistance, apply techniques to manage pushback, and build a resilient, change-ready workforce.

Day 5: Supporting Leadership and Employees Through the Change Journey

Equip leaders to model change behaviors and provide HR-led support structures that enable employees to transition successfully through change.

For more information, please contact us:
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