

Immersion course

19th and 20th September, 2019



An immersion course in change management was offered by Mr. Sandeep Kochhar, Founder, Blewminds Consulting.

The course started with the introduction of Change management through a case and a story. Students were asked to analyze the problem statement in the case and come up with alternative solutions for better implementation of a massive change in concerned organization in the case.

The course progressed with introduction of various change management models like the Kotter's 8 stage model and the 5 A's model for a behavioral change. Concepts integral to change management like

Stakeholder Analysis, Power and Influence and the Impact vs Intent of any change were also introduced to the students through real corporate examples.

A Role play to understand the importance of communication in Change Management was also administered in the course.

The second day started with the presentations given by different groups on how to approach a change situation in the organization. The importance of understanding grapevines in organizations and identifying the change champions was explained.

After this, the various tools to face change and resistance were discussed to facilitate engagement and communication. The instructor also mentioned about the detailed communication plan and ADKAR model.

In the final session, importance of feedback in organizations was discussed.

Overall, the immersion course provided good insights and helped the students to understand the process of change management in detail.

