

Strategic TVET Management and Institutional Leadership

Course 5: Change Management in TVET Institutions

TOPICAL AREA: Management of TVET Institutions

Reforms of TVET systems paired with fast technological innovations and developments of the labour markets result in an institutional environment that needs to be prepared to embrace change and innovations at a high frequency.

Therefore, this course is designed to raise awareness towards innovative and necessary changes and to build competences among school management staff to initiate, plan and sustainably implement change and innovation projects in TVET institutions.

- **Content, elements, format and duration can be customized to the respective needs**

LEARNING OUTCOMES

On completion of the training, participants

- are able to name instruments to create a school environment that fosters and enables innovation and change projects
- are able to convey core ideas, the necessity, benefit and opportunities of a specific change process to colleagues and relevant stakeholders
- are able to evaluate previous change processes and derive success and constraints factors
- are able to apply key success factors for change according to their school context
- are able to develop a change management project plan for a real-life change project

CONTENTS

- Concepts of change management (Kurt Lewin, John Kotter)
- Cycle of change
- Acceptance and resistance to change
- Reflection of previous change projects
- Analysis of success factors and obstacles of former change processes
- Encouraging innovation as an institutional attitude
- Managing and implementing innovation

FORMATS

- Online seminar
- Cooperative work
- Synchronous / asynchronous

LANGUAGE

- English
- German
- Upon request: other languages with interpreters

TARGET GROUPS

- TVET management staff
- Decision makers from relevant ministries, authorities and institutions

PARTICIPATION REQUIREMENTS

- Basic ICT skills

DURATION

- 40 h in 2 weeks
- Course dates: coming soon

EQUIPMENT

- Notebook / PC
- Stable internet connection
- Integrated or external microphone
- Webcam

CERTIFICATE

The participants will receive a certificate of participation after successful completion of the course.

YOUR CONTACT

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REGISTRATION

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