Change Management in SCM Training Course

Professional Development Training Course Outline

Category	Logistics and Supply Chain Management	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s dynamic business environment, effective change management in supply chain management (SCM) has become a critical factor for organizational success. Companies face constant pressures from technological advancements, market fluctuations, and evolving customer expectations, which demand agility and adaptability across supply chains. Change Management in Supply Chain Management (SCM) Training Course is designed to equip professionals with practical strategies and tools to successfully implement change initiatives within SCM processes, enhance operational efficiency, and foster a culture of continuous improvement. Participants will gain a deep understanding of change management frameworks, leadership approaches, and SCM best practices to ensure successful transformation in complex business environments.

Supply chain transformation requires strategic alignment, stakeholder engagement, and the ability to overcome resistance to change. This training provides a comprehensive approach to integrating change management into supply chain operations, leveraging data-driven insights, risk assessment methodologies, and performance metrics to track progress. Participants will explore case studies, real-world examples, and interactive exercises to develop actionable solutions for managing change, minimizing disruptions, and driving sustainable growth. The course emphasizes collaboration, communication, and leadership skills as essential components for achieving SCM excellence in a rapidly evolving global market.

Programme Curriculum

Change Management in Supply Chain Management (SCM) Training Course

Introduction

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Course Objectives

1. Understand the principles and frameworks of change management in supply chain management.
2. Identify key drivers of change within modern supply chains.
3. Analyze the impact of organizational culture on SCM transformation.
4. Develop strategies to overcome resistance to change.
5. Apply project management techniques to SCM change initiatives.
6. Utilize data analytics for informed decision-making during change processes.
7. Implement risk management strategies in supply chain transitions.
8. Enhance stakeholder engagement and communication strategies.
9. Foster leadership capabilities to support organizational change.
10. Evaluate performance metrics to measure the success of SCM initiatives.
11. Integrate technology solutions for optimized supply chain processes.
12. Design continuous improvement strategies for long-term SCM efficiency.
13. Learn from real-world case studies of successful and failed SCM change initiatives.

Organizational Benefits

- Improved operational efficiency across the supply chain
- Enhanced adaptability to market changes and disruptions
- Reduced implementation risks for SCM transformation
- Increased employee engagement and collaboration
- Better decision-making through data-driven insights

- Strengthened leadership and change management skills
- Streamlined communication across departments
- Higher customer satisfaction through improved delivery performance
- Optimized use of technology in SCM processes
- Sustained competitive advantage through continuous improvement

Target Audiences

- Supply chain managers and coordinators
- Operations and logistics professionals
- Procurement specialists
- Project managers in SCM
- Business analysts focusing on supply chains
- Change management consultants
- IT professionals supporting SCM systems
- Senior executives responsible for strategic planning

Course Duration: 10 days

Course Modules

Module 1: Introduction to Change Management in SCM

- Definition and importance of change management in supply chains
- Key drivers and trends affecting SCM
- Role of leadership in change initiatives
- Overcoming resistance to change
- Case study: Successful SCM transformation in a global retail company
- Best practices for initial SCM change planning

Module 2: Change Management Frameworks

- Lewin’s Change Management Model
- Kotter’s 8-Step Process
- ADKAR Model for SCM
- Comparing frameworks for applicability in SCM
- Case study: Applying Kotter’s model in a manufacturing supply chain

- Practical exercise: Choosing the right framework

Module 3: Organizational Culture and Change

- Understanding corporate culture in SCM
- Impact of culture on change adoption
- Strategies to align culture with SCM transformation
- Managing cultural resistance
- Case study: Cultural challenges in a multinational SCM project
- Workshop: Assessing organizational readiness for change

Module 4: Stakeholder Engagement and Communication

- Identifying key stakeholders in SCM initiatives
- Effective communication strategies
- Tools for stakeholder collaboration
- Handling conflicts and objections
- Case study: Engaging stakeholders during a logistics overhaul
- Role-play exercise: Communicating change effectively

Module 5: Risk Assessment and Mitigation

- Identifying risks in SCM change projects
- Risk assessment methodologies
- Designing mitigation strategies
- Monitoring and reporting risk factors
- Case study: Risk management in a supply chain digitalization project
- Group activity: Developing a risk register

Module 6: Technology in SCM Change

- Digital transformation in supply chains
- Implementing SCM software and ERP systems
- Leveraging data analytics for change management
- Cybersecurity considerations
- Case study: Implementing SAP S/4HANA in a logistics company
- Hands-on exercise: Technology adoption planning

Module 7: Leadership and Team Management

- Leadership styles for managing change
- Motivating teams during SCM transitions
- Conflict resolution strategies
- Building high-performing change teams
- Case study: Leadership lessons from SCM restructuring
- Workshop: Developing a leadership action plan

Module 8: Project Management for SCM Change

- Project planning and scheduling
- Resource allocation and budgeting
- Monitoring project progress
- Adjusting plans to mitigate disruptions
- Case study: Managing SCM change in a manufacturing plant
- Exercise: Creating a project plan for a change initiative

Module 9: Performance Measurement and KPIs

- Identifying key performance indicators for SCM change
- Monitoring metrics to track success
- Using dashboards for decision-making
- Continuous improvement strategies
- Case study: KPI implementation in a global supply chain
- Activity: Designing SCM performance metrics

Module 10: Continuous Improvement Strategies

- Lean and Six Sigma principles in SCM
- Process optimization techniques
- Measuring improvement outcomes
- Building a culture of continuous improvement
- Case study: Lean transformation in a distribution center
- Exercise: Continuous improvement roadmap

Module 11: Change Implementation and Monitoring

- Steps to implement SCM changes effectively
- Monitoring progress and milestones
- Feedback mechanisms for continuous adjustment
- Lessons learned from failed implementations
- Case study: Tracking SCM change success in a multinational company
- Group exercise: Implementation checklist creation

Module 12: Supply Chain Collaboration and Integration

- Cross-functional collaboration strategies
- Integrating suppliers and partners into change initiatives
- Managing global SCM challenges
- Tools for integrated supply chain management
- Case study: Collaborative SCM project success story
- Workshop: Mapping collaboration networks

Module 13: Risk and Crisis Management

- Crisis response planning in SCM
- Managing supply chain disruptions
- Communication during crises
- Recovery strategies for supply chain continuity
- Case study: Crisis management in a natural disaster scenario
- Exercise: Developing a crisis response plan

Module 14: SCM Change Case Studies

- Lessons from successful SCM changes
- Lessons from failed SCM projects
- Analysis of factors driving change success or failure
- Group discussion and reflection
- Case study: Comparative analysis of two SCM change projects
- Interactive activity: Identifying best practices

Module 15: Final Workshop and Action Planning

- Recap of all modules

- Developing a personal action plan for SCM change
- Peer review and feedback
- Strategy alignment with organizational goals
- Case study: Implementing learned concepts in a real-world scenario
- Workshop: Drafting a full SCM change action plan

Training Methodology

- Interactive lectures with real-world examples
- Group discussions and workshops
- Case studies analysis
- Role-playing and simulations
- Hands-on exercises for practical application
- Q&A sessions for knowledge reinforcement
- Continuous assessment through quizzes and reflections

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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