

Strategic TVET Management and Institutional Leadership

MTI-001.02 Change Management in TVET Institutions

The 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.

Learning outcomes

On completion of the training, participants

- know 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 (K. Lewin, J. 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

Virtual format e.g., implemented with the following methods:

- Action orientation
- Interactive live sessions
- Synchronous / asynchronous phases
- Individual / group work

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 hrs (24,5 hrs live sessions and 15,5 hrs self-study/ transfer assignment)

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

TVET Academy

Academy for International Cooperation
Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ) GmbH

E tvvet-academy@giz.de

I www.giz.de/tvet-academy