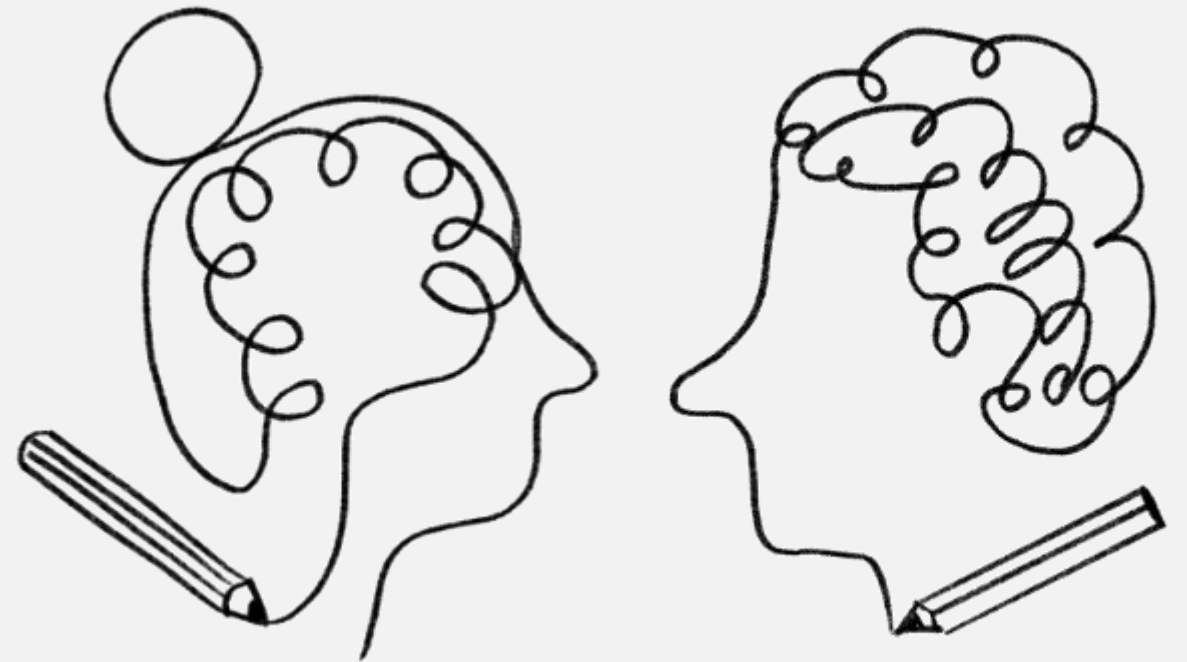


Change That Works.

The ICG Change Academy





We empower people to
make exceptional
progress in change.

A Program for Changemakers

We empower people to make exceptional progress in change.

In 6 modules we guide you through the principles of Change That Works, based on systemic knowledge, a hands-on mentality, and solid business understanding.

Alumni understand individual behavior, master team development dynamics, and see organizations as social systems with their strengths and weaknesses.

They gain a clear understanding of change fundamentals, a blueprint for transformation processes, and a toolbox for real results.

Ideal for changemakers of all kinds: internal consultants, HR professionals, project managers and leaders, who want to introduce a change mindset into their way of working.



Change That Works Academy

Program 2026/2027

Module 1	Self-Awareness & Team Dynamics	17/09 – 19/09 Budapest
Virtual module	<i>Best of</i> virtual facilitation skills	16/10 virtual
Module 2	Exploring organizations	19/11 – 21/11 Prague
Module 3	Designing Change	25/02 – 27/02 Munich
Virtual module	<i>Best of</i> selling change	23/04 virtual
Module 4	Your future as change expert	10/06 – 11/06 Graz

Not a lecture, but an honest look behind the scenes

Short impulses provide orientation, then we work with real experiences – yours, ours, and those of the case contributors.

What you take away from the Academy

- An in depth understanding of why change can be so challenging for individuals, teams and organizations.
- An actionable change framework as a basis for process design.
- Methods and tools for achieving the impact you desire.
- Insights into how to design workshops that really make a difference.
- A shift in perspective through exchange across industries, roles, and experiences – with sparring at eye level.

Special highlight

As a European company, we take you to different locations to explore change and different cultures together.



MODULE 1

Self-Awareness & Team Dynamics

17/09 – 19/09/2026 | Budapest

- Basic models about people
- Individual personal biography & personal reflection
- Understanding groups
- Forming and developing of teams
- Various exercises for team settings
- Network building & setting up learning trios
- Dialogue with experienced consultants about their path



Best of

Virtual facilitation skills

16/10/2026 | ½ day, virtual



MODULE 2

Exploring Organizations

19/11 – 21/11/2026 | Prague

- Understanding organizations as a social system
- Tools for organizational assessments: stakeholder analysis, interviews, ...)
- Setting up a change process
- Models about future-oriented organizations
- Practicing tools and methods
- Dialogue on cases with experienced consultants



MODULE 3

Designing Change

25/02 – 27/02/2027 | Munich

- Designing state of the art transformation journeys
- Basics about interventions
- Principles and tools for change communication
- Dealing with individual transitions
- Various tools and exercises to design, run and de-brief a change process
- How to implement and scale profound changes in organizations
- Case Dialogue with experienced consultants



Best of

Selling Change:
Internally and externally
23/04/2027 | ½ day, virtual



MODULE 4

Your Future as Change Expert

10/06 – 11/06/2027 | Graz

- How to develop as a change expert
- Different styles of change accompaniment & how to find your personal style
- Roles of a change expert/consultant
- Wellbeing as a change expert/consultant
- My future personal change expert/consultant framework

Your *Experience* With Us



Digital tools

Digital workbooks for pre-learning & anchoring of core tools & methods from the workshops and trainings with us

&



Real experiences

Interactive workshop & training designs (F2F and virtual) based on our know-how about group dynamics, change and learning

The Team

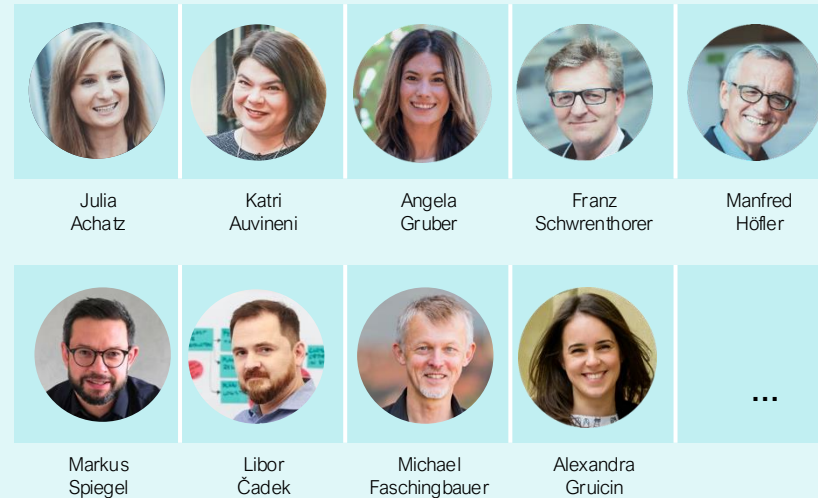


The Academy is organized by Carola Gasser-Trinkl and supported by a team of ICG consultants.

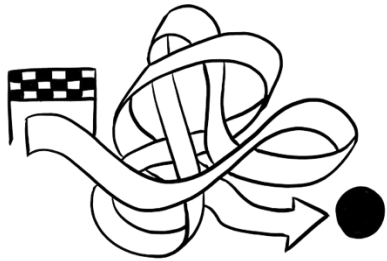
Carola Gasser-Trinkl

carola.gasser-trinkl@integratedconsulting.at
M +43/676/84 32 70 211

Each module is led by 2 experienced ICG consultants who are selected for their specific knowledge. In addition, other ICG colleagues take part in the modules to present case studies and discuss specific topics or during virtual Fireside Chats.



Facts About the Program



Investment

EUR 8.900.--
(excl. VAT, accomodation &
travel costs, incl. all materials
& catering during the
modules)

Language

English

Number of participants

12 – 16

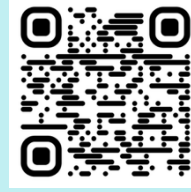
Number of days

11 days on location &
2 half-days virtually

Discount

A special agreement is
possible if more than one
person per organization is
joining

With the Change That Works
Academy we aim to educate
change experts across Europe to
empower organizations to make
exceptional progress following
their goals.



This is us –
in 120 seconds

Make an Impact.

integratedconsulting.eu