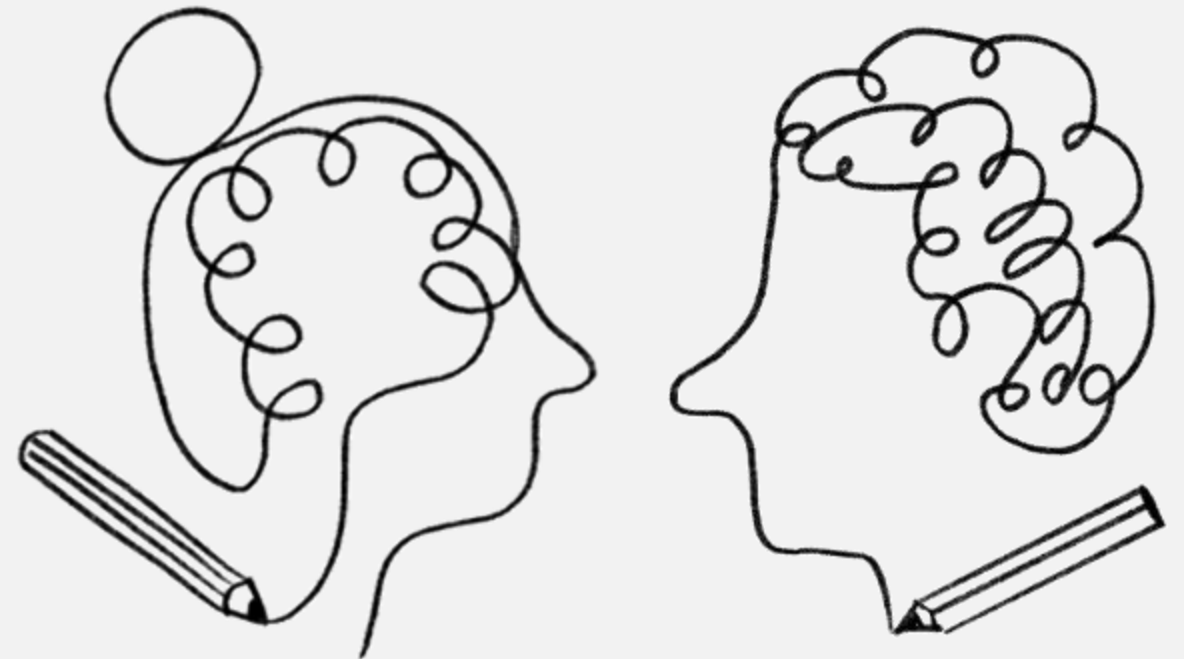


Change That Works.

The ICG Change Academy





We empower people to
make exceptional
progress in change.

A Program for Changemakers

In 4 + 2 Modules we guide you through the principles of *Change That Works*. We believe that systemic knowledge paired with a hands-on mentality and a profound business understanding is the key to success.

Alumni of the *Change That Works* Academy understand the behaviors of individuals, master the dynamics of team development and understand organizations as social systems with all their strengths and weaknesses.

A profound understanding of the fundamentals of change, a blueprint for transformation processes and a fully equipped toolbox to master all stages of a change are the key benefits of the program.

Special Highlight: as European company we carry you off to different locations exploring change as well as different cultures together with us.



Change That Works Academy Program 2026

Module 1	Self-Awareness & Team Dynamics	26/02 – 28/02 Budapest
Virtual module	<i>Best of</i> virtual facilitation skills	24/04 virtual
Module 2	Exploring organizations	11/06 – 13/06 Prague
Module 3	Designing Change	17/09 – 19/09 open
Virtual module	<i>Best of</i> selling change	16/10 virtual
Module 4	Your future as change expert	20/11 – 21/11 Graz



MODULE 1

Self-Awareness & Team Dynamics

26/02 – 28/2/2026 | 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

24/04/2026 | ½ day, virtual



MODULE 2

Exploring Organizations

11/06 – 13/06/2026 | 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

17/09 – 19/09/2026 | location to be defined

- 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 skills

16/10/2026 | ½ day, virtual



MODULE 4

Your Future as Change Expert

20/11 – 21/11/2026 | 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

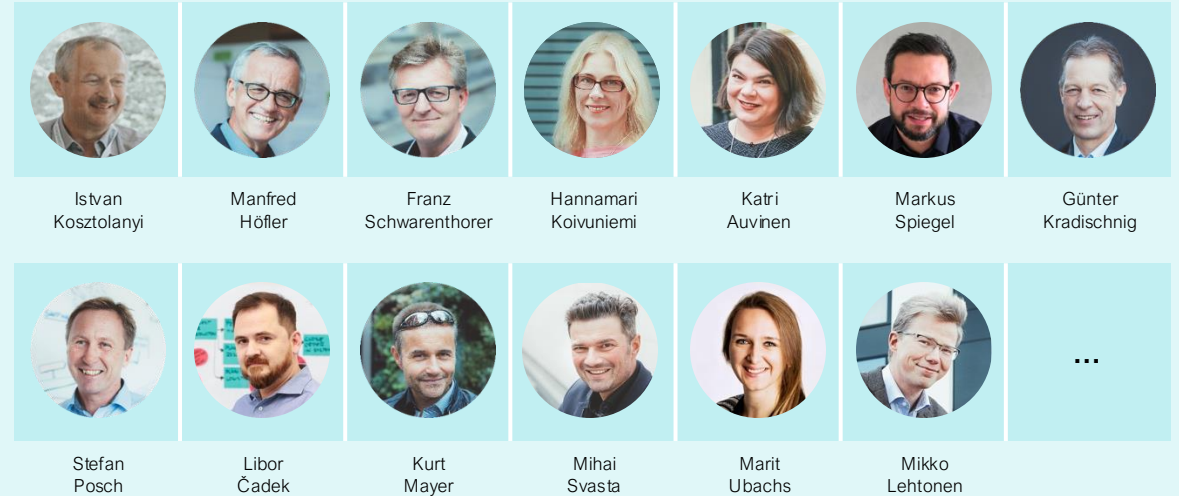


The Consulting Academy is organized by Julia Achatz support by Istvan Kosztolanyi, Manfred Höfler and Franz Schwarenthorer.

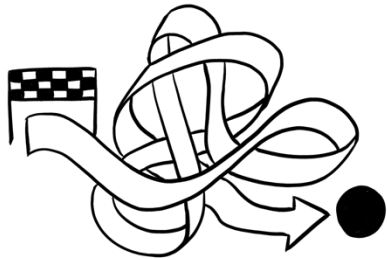
Julia ACHATZ

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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.



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

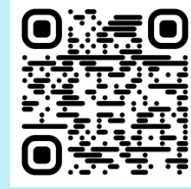
Number of days

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