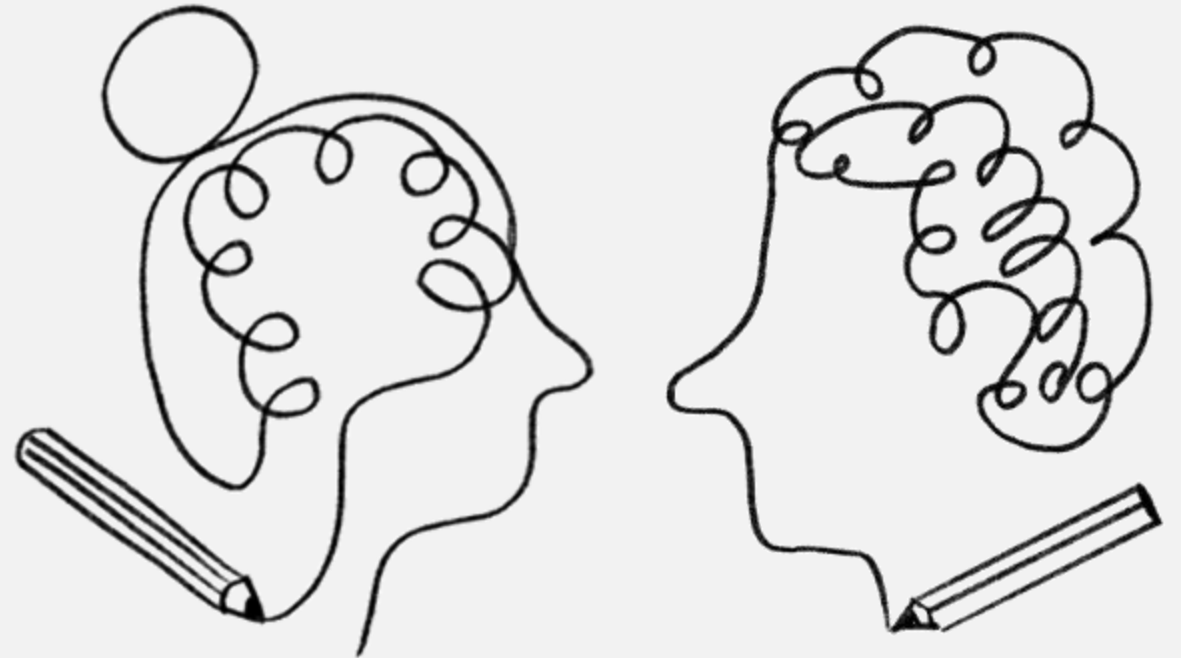


Change That Works.

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 2025

Module 1	Self-Awareness & Team Dynamics	27/02 – 01/03 Budapest
Virtual module	<i>Best of</i> virtual facilitation skills	29/04 virtual
Module 2	Exploring organizations	12/06 – 14/06 Prague
Module 3	Designing Change	18/09 – 20/09 open
Virtual module	<i>Best of</i> selling change	16/10 virtual
Module 4	Your future as change expert	21/11 – 22/11 Graz



MODULE 1

Self-Awareness & Team Dynamics

27/02 – 01/03/2025 | 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

29/04/2025 | ½ day, virtual



MODULE 2

Exploring Organizations

12/06 – 14/06/2025 | 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

18/09 – 20/09/2025 | 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

16/10/2025 | ½ day, virtual



MODULE 4

Your Future as Change Expert

21/11 – 22/11/2025 | 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.

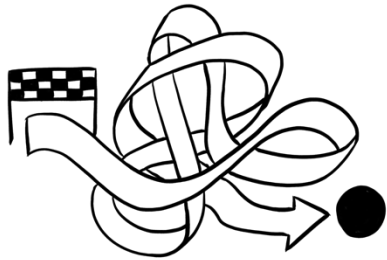
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Each module is led by 2 experienced ICG consultants who are selected for their specific knowledge. In addition, other ICG colleagues take part in the modules to present case studies and discuss specific topics.



Facts About the Program



Intro Offer for 2025

EUR 8.900.--
(excl. VAT & travel costs, incl.
materials, accomodation &
food)

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.



Integrated
Consulting
Group



This is us –
in 120 seconds

Make an Impact.

integratedconsulting.eu