UNITED NATIONS SYSTEM STAFF COLLEGE

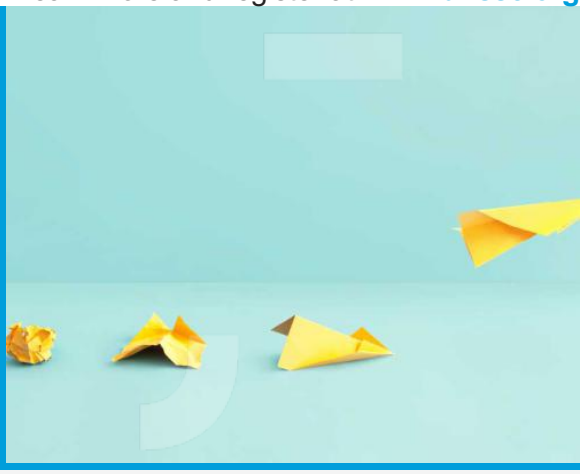
Learn more and register at **www.unssc.org**

ONLINE

02 DEC 2025 - 03 DEC 2025

People Manager: Leading Teams in Evolving Change

Change and transformation



LANGUAGE
English

DURATION
2 half days (2 times 3.5 hours)

ENROLL BY
28 Nov 2025

PRICE
750 USD

LOCATION
ONLINE

TARGET
UN Only

CONTACT g.menrad@unssc.org

Enhance your ability to lead your team through transitions and uncertainty with this course for people managers. Build your capacity to recognize and address emotions during times of change, foster constructive dialogue, navigate difficult conversations with confidence, and create an environment where your team can collectively decide what to sustain, adjust, or let go, while defining clear actions to move forward together.

Introduction

People managers are at the center of organizational change, tasked with driving results while supporting their teams through uncertainty. Balancing these demands requires not only technical skills but also the ability to recognize and respond to the emotional dynamics that change brings. This course acknowledges the unique challenges that managers face and offers a supportive space for exploring these complexities. As the UN undergoes significant reform and organizational change, adopting a people-centric approach is essential. This programme equips managers to lead through change with clarity, empathy, and confidence.

Through a combination of practical tools, frameworks, and guided reflection, the programme equips managers with strategies to engage their teams constructively, navigate difficult conversations, and create an environment where teams can confidently move forward. Participants will leave with greater clarity and confidence to lead their teams through transition while aligning with broader organizational priorities and the evolving reform agenda.

Objectives

Upon successful completion of the programme, participants will be able to:

1. Cultivate presence as a leadership anchor during uncertainty
2. Deepen self-awareness of internal responses to respond to stress with intention
3. Recognize and work emotions of their team members in transition
4. Communicate and engage with presence and awareness, appropriately with your team
5. Have difficult conversations with team members
6. Cultivate a thinking environment and strategies to co-create new paths forward

Course methodology

The training is delivered through hands-on, virtual workshops. It allows time for peer-learning with exercises and group work. Case studies and best practices allow the application of learning to real-life situations. Participants can apply workshop concepts to cases or their 'change' situations. The design facilitates the transfer of learning to the workplace with the help of practical tools and templates.

Course contents

This course covers the following topics:

1. Presence as a leadership anchor in crises (and presence techniques)
2. Self-awareness/ inner dialogue process from reactivity to creativity
3. Working with emotions in crisis and transition
4. Supporting staff in different phases of transition
5. Changing the tone and focus of conversations
6. Adaptive leadership: changing how we think/way of being
7. Adaptive leadership: deciding what to keep, start, and what to let go
8. Delivering difficult messages
9. Engaging with the team in crisis situations

Target audience

The course is for people managers who are looking for practical guidance on how to lead their teams through change.

This course can also be run as in-house / on-site training for an individual agency on demand – please get in touch with us for additional details and pricing.

Cost of participation

The course fee of $750 includes all dedicated materials and webinars.