

# **T4EU TRANSFORMATIONAL LEADERSHIP PROGRAMME:**

## **LEADING CHANGE TRAINING PROGRAMME**

**Tuesday, 24 March 2026, from 10:00 to 14:00 CET, online**

Nowadays, we live in a cultural context where change is no longer occasional, but constant. Change is frequent, continuous, and increasingly rapid. This clearly affects both climate and effectiveness of our workplaces. Uncertainty challenges established balances and can destabilize systems. However, if properly understood and managed, it can become a catalyst for innovation and creativity, enabling functional adaptation to evolving environments.

In this training, directed at high-level University management, we address change by offering concrete tools, reference frameworks, and interpretative keys to support individuals, teams, and organizations through transformation processes. The focus is on developing conscious leadership, strengthening engagement, and effectively navigating resistance to change.

In order to better understand the dynamics of change, we are going to use three theoretical frameworks:

- General System Theory,
- Change Curve,
- Complexity Theory.

### **LEARNING OBJECTIVES**

- **Increased awareness** of the nature of change and its impact on systems.
- **Acquisition of practical tools** to support individuals in developing a constructive and positive approach to change.
- **Analytical frameworks and tools** to assess and identify potential barriers and sources of resistance within teams.
- **Development of key soft skills** to effectively navigate moments of difficulty and resistance and motivate people to cooperate

### **MAIN CONTENTS**

- Sources of resistance to change
- The bright side of resistance
- Different strategies to lead change
- Leading a culture change
- The three E's approach (Explaining; Engagement; Clarity of Expectations)

**TRAINER**

Teresa Zamolo is a Systemic Relationship Counselor, soft skills expert, and team facilitation specialist. She has worked with numerous companies across Italy, both in the public and private sectors. She also collaborates with a cybersecurity company to support change management and address group resistance to change.

**PARTNER**

University of Trieste (Università degli Studi di Trieste)

**PRACTICAL INFORMATION**

This training, which will be held in English, is mainly intended for high-level non-academic university leadership.

To express your interest, please contact your [local T4EU Project Managers](#). Each University will be able to nominate three candidates to take part in this workshop.

Once your participation is confirmed, the University of Trieste will send you the link to participate in the training, together with a short questionnaire to complete before the event to ensure that the training is tailored to the attendees' needs.

Each participant will receive a certificate of participation recognized in all Transform4Europe Alliance universities.