

Aligning Change Management Training with Organizational Realities

Derived from capturing L&D perspectives through rigorous surveys and thorough analysis, Training Industry research offers data-backed insights and best practices for corporate training professionals.

There's no off-the-shelf solution for change management. To be effective, it requires a tailored approach influenced by



Let's explore the top change management challenges to better understand how to customize strategies to meet the unique needs of each context.

Top Challenges to Change Management by Company Size

Over 1k employees  Under 1k employees 

Communication is a universal hurdle.



Skill readiness gaps differ.



Resource strain hits large companies harder.



Top Challenges to Change Management by Industry

Medical



Education



Retail



Manufacturing



Technology



Organizations tend to think change management is a singular process, that success in one initiative predisposes another organization to success in a similar initiative. But this is not necessarily the case, as the data shows.

What This Means for Learning and Development

Size Shapes Strategy

The dynamics of change management differ significantly between large and small organizations, each presenting its own set of challenges and opportunities. The right approach starts with clarity: Communicate the why and the how, regardless of the number of employees affected.

Industry Influences Impact

Different industries, such as health care, education and manufacturing, face distinct obstacles and requirements when implementing change. Effective training must reflect sector-specific challenges, from cultural dynamics to skill gaps, aligning programs to the real-world pressures that matter most to each audience.

