

CHANGE MANAGEMENT

One-day, face-to-face, interactive workshop with up to 25 participants

Change management is a necessary leadership skill as it allows leaders to effectively guide their team through significant transitions, whether they are technological, operational, or strategic. Leaders who are skilled in change management can create and communicate a clear vision for the change, develop a plan to implement the change, and organise the resources and people necessary to support the change. They are also able to anticipate and manage any resistance to the change, as well as identify and address any potential roadblocks or risks along the way.

This course will teach leaders how to effectively manage change in a way that will minimise disruption, while also maximising the benefits for the team. By taking this course, leaders will be able to engage their team in the change process, ensure buy-in, and create a culture of agility and adaptability. Ultimately, the benefits of change management extend beyond the leader, as team members will become more confident in navigating change and more willing to embrace new challenges.

COURSE AGENDA

1. What is change management?
 - a. Understanding change and the types of change organisations usually experience
 - b. The various stages of change
 - c. The principles of effective change management
 - d. Common problems when managing change
 - e. Major established theories on change management
2. How change affects people
 - a. The human reaction to change:
 - i. ‘Who moved my cheese?’
 - ii. “What’s in it for me?”
 - b. How workplace culture affects change
3. Leaders and the process of change
 - a. Understanding the change: purpose, benefits, who it affects and how long it will take
 - b. The need for empathy
 - c. Overcoming resistance to change: understand and foster resilience and flexibility
 - d. How to create energy and engagement around the process
4. Practical session.

COURSE DETAILS

Delivery duration	One day
Delivery style	Face-to-face workshop including: presentation, facilitated discussion and practical activities. Time is allocated to allow participants to workshop several scenarios.
Location	Venue to be provided by the client.
Tailored option	Yes. Tailoring of workshops incurs a development cost. We will be able to provide you with a quote for these costs once the range of required tailoring has been determined.

March 2023