



Title

CHANGE MANAGEMENT

Description & Objective

Participants learn about issues that deal with corporate restructuring due to mergers, acquisitions, downsizing, and outsourcing. They also acquire skills in organisational change, in working with external consultants and in developing a desirable work culture. At the core of any major change programme is the process of strategic human capital formation. This subject focuses on this diagnostic function, with the view to creating organisation-wide change initiatives.

Content/Outline

Introduction to Change

- *The changing workplace - Accelerating Pace of Change*
- *How do people react to change?*
- *OD and change management*

Why Change

- *Why and when Change occurs? - Forces of Change*
- *Role of Vision and Mission in Change Management*
- *Organisational diagnosis*
- *Recognizing need for change and related issues*

Preparing for Change

- *Developing a Case for Change.*
- *The change process*
- *Assessing concerns and potential resistance to change.*
- *Assessing the readiness for change.*
- *Establishing an appropriate governance structure.*

Change Management Plan

- *Change Model & Change Strategies*
- *Defining the principles on which the change will be managed.*
- *Developing a change management plan.*
- *Change Agents.*
- *Developing a Communication strategy and plan.*

Initiating and Sustaining Change

- *Making the change - Individual, group, and organisation level interventions*
- *Training programmes.*
- *Overcoming resistance to change*
- *Aligning the organization & Continuous improvement.*

Important Change Related Topics

- *HR Manager as Change Agent*
- *Managing Culture & Change*
- *10 Commandments for Change*
- *Who moved my cheese – Story of Change Management*

