



Leading and Managing Change

Description

Recession, globalisation, cheaper technology and crises in financial markets are just a few of the causes of enormous change in the business world. A business which stands still will fail and so it becomes imperative to be able to recognise *what drives change* in our businesses, and how to lead and manage the change which must inevitably occur. *This highly interactive and practical programme is designed to help anyone with responsibility for change.*

Syllabus

Day 1: Foundations of Change

- Business Strategy and Change
- Defining Strategy
- Strategic Drift
- Drivers of Change
- Competitive Strength and Competitive Advantage

Day 2: Preparing for Change

- Causal Model of Change
- The Balanced Scorecard
- Perspectives of Change
- Change Readiness
- Organisational Fitness
- Change in Teams
- Force Field Analysis

Day 3: People and Change

- Managing Reactions to Change
- Personal Effects of Change
- The Emotional Loop
- Motivation to Change
- Stakeholder Mapping, Management and Value

Day 4: Leading and Managing Change

- Leading and Managing Change
- Essential Qualities of a Change Leader
- Communicating Change
- Communicating Change
- Winning Hearts and Minds
- Delegation, Empowerment and Trust

Day 5: Culture and Change

- Cultural Dimensions of Change
- Corporate Culture
- Systems Thinking
- Detailed Action Planning Session
- Individual Action Planning
- Paired Challenge, Coaching and Discussion

Learning Outcomes

On completion of this in depth course, participants will feel more confident and attain a detailed degree of knowledge and skills in:

- Recognising the need to change
- Understanding resistance to change, taking into account organisational culture
- Developing clear guidelines and milestones along the path to change
- Communication and empathy as the tools to implement change
- Keeping stakeholders in mind at all stages of change
- Various tools will be introduced, which have all been proven in practical experiences

Participants and Requirements

The course is designed for anyone in a managerial, supervisory or leadership position who must manage change within a team, a department or even at the level of the broader organisation.

Certificate

Attendance Certificate

Course Duration

1 day