

Change Management - (1 Day)

Overview

Today's change management initiatives have become a business discipline, driving bottom-line results through changes in systems and behaviors. Managing change has therefore become a critical skill, both for leadership and for workers in an organization. This workshop is aimed to provide insights to participants on a structured way to deal with "change" starting from understanding and preparing for the change, leading and managing it and garnering support from stakeholders that would make the process successful.

Course Pre-requisites

None!

Course Summary

- Preparing for Change
- Identifying the WIFM
- Understanding Change
- Leading and managing Change
- Gaining Support
- Making it all worthwhile
- Using appreciative enquiry
- Building people to your side
- Building resiliency
- Building flexibility

After attending this program, you should be able to

- List the steps necessary for preparing a change strategy and building support for the change
- Describe the WIFM – the individual motivators for change
- Use needed components to develop a change management and communications plans, and to list implementation strategies
- Employ strategies for gathering data, addressing concerns and issues, evaluating options and adapting a change direction
- Utilize methods for leading change project status meetings, celebrating a successful change implementation, and sharing the results and benefits
- Describe the four states of Appreciative Inquiry, its purposes, and sample uses in case studies
- Use strategies for aligning people with a change, appealing to emotions and facts
- Describe the importance of resiliency in the context of change, and employ strategies the change leader and individual change participant can use to foster resiliency
- Explain the importance of flexibility in the context of change, and demonstrate methods the change leader and individual change participant can use to promote flexibility