Change - Understanding and Implementing change

INTRODUCTION

This one-day course introduces best practices for managers to enable change. How to let go of previous agendas in order to address new challenges and how to implement change in your organisation.

COURSE OBJECTIVES

By the end of the course, delegates will have:

- **Identify** the need for change in organisations.
- **Identify** the main components that are involved in planning change.
- **Understand** the main responsibilities when leading staff through periods of change.
- **Recognise** the main barriers to change and establish how change can impact on managers and staff.
- **Create** strategies for overcoming resistance to change.
- **Use** a series of tools and techniques to analyse, introduce and monitor change.

COURSE DURATION: 1 Day Course

COURSE CONTENTS

The Need for Change
Humans and change
Strategic Drift
Organisational Metaphors
Putting Change into context

Your Experience of Change
The cultural web
Understanding the issue
Implementing Change
Levers for Managing Change
Your role in change

The Change Context
The nature of change
The levels of change
Active and passive resistance
The change curve
Organisational culture

Implementation Options
Overcoming individual barriers to change
Change tactics
Communications plan

Personal Development
Developing your skills and competences in change management

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