

AN INTRODUCTION TO CHANGE MANAGEMENT

(one or two day programme)

Both organisations and people need to change quickly and confidently to remain ahead in the contemporary world.

A one- or two-day programme designed to share understanding of change and the impact it has on organisations and individuals, whilst providing a clear plan for taking change forward.

PREPARATION

- Identify positive and negative change experiences
- Read one-page guide to Rosabeth Kanter's change process

PROGRAMME CONTENT

- Conditions for change - how to manage for success
- Understanding organisational change readiness
- Theoretical models for change from late 20th century to the contemporary world of work
- Impact of change on organisations
- Individual aspects of change and how to move people forward
- Kanter's change process (seven stages)

KEY OUTPUTS

- Deep understanding of the impact of change on organisations and on individuals
- Strategies for enabling both individuals and organisations to move forward with confidence
- Overview of the key theories on change management
- More extensive examination of methods for taking change forward using Rosabeth Kanter's change process

ORGANISATIONAL VALUE

- Build a change-ready, flexible and agile organisation with strong and confident managers, addressing both people and process issues

PERSONAL VALUE

- Confidence to manage change effectively
- Increased personal change agility and readiness
- Develop strong management skills - influencing others, setting objectives, monitoring performance