



## **CHANGE MANAGEMENT – 2 DAYS**

### **Course Aim**

Change should be embraced and used for the growth of any organisation. Internal changes must be implemented after the creation of new strategy or shift in human resource planning. However, most organisations are not prepared for internal changes to policies or external strategies. An organisation that plans and prepares for change is better able to overcome these challenges. The Southwest Change Management Training Course provides training in each step of the planning, preparation, communication and implementation stages of a planned change to allow your organisation to grow steadily despite constant changes caused by both internal and external forces.

### **Who should attend?**

Employers, Managers and Supervisors, employees anyone who needs to inspire themselves or their workforce through the sometimes-difficult stages of change in the workplace.

### **At the end of the workshop participants will be able to:**

- Learn about effective change management strategies
- Understand and recognise individual motivators for change and how to use them
- Recognise that everybody's personal change journey will be different
- Develop a change management and communications plan
- Gain skills required to lead a change project, celebrating a successful change and sharing the benefits and results with all staff
- Master strategies to align people with change, appealing to emotions and fact
- Understand the importance of resiliency in the context of change
- Learn to foster resiliency throughout a change project
- Understand the importance of flexibility and how to foster this strategy throughout a change project

### **Course Outline**

- Change Management – Introduction
- Kinds of Change & Barriers to Change
- Overcoming Barriers to Change
- Senior Managers as Barriers to Change
- Financial Crisis & Organizational Change
- Complexities in Driving Change
- Catalysts in Organizational Change
- Creating Sustainable Change

- Top-Down versus Bottom-Up Change
- Role of HR in Change Management
- Innovation and Change Management
- Change Management Programs
- Some Ways to Actualize Change
- Importance of Middle Level Management
- Bureaucracy and Change
- Family Businesses vs Companies
- Change is the only Constant
- What is Strategic Change?
- Why First 100 Days Targets are a Myth?
- The Changing Role of Management