

Leading Organizational Change

This workshop will provide leaders and managers with the knowledge, skills, and mindset, as well as the tools, processes, and a roadmap to analyse, design, implement and sustain organizational change.

This change management workshop will help managers to master this key competency. The workshop is light on theory and draws on real change case studies from participants to illustrate principles and tools.

KEY OUTCOMES

By the end of this workshop, participants will be able to:

- Describe the driving and restraining forces for change within their own organization and own department
- Build a plan to reduce the restraining forces
- Describe the journey of organizational and personal change
- Identify the characteristics of change resistance and develop a plan to overcome resistance
- Develop a change management plan that will enable participants to successfully analyze, design, implement, and sustain personal and organizational change
- Apply tools and processes to successfully plan and implement a major change initiative – including a communications plan
- Apply a coaching framework to support employees through change
- Develop an action plan to help themselves ‘walk the talk’ throughout a change initiative
- In the long term, the outcome of this workshop is to ensure all employees are committed, engaged, and active supporters of change because they themselves are change-agile and equipped with the skills and mindset to embrace change

KEY FOCUS AREAS

- Understanding how your Mindset influences your view of change and approach to leading change
- Understanding of how your personality influences the way you view and respond to change
- Understanding organizational change
- The Organizational Change Roadmap
- Practical tools & techniques for implementing change
- Back on the job application of the skills

TARGET AUDIENCE

People leaders who are accountable for planning and implementing departmental or organizational change.

PROGRAM DURATION

1-2 days