



Change Management

Overview

In the current economic climate many sectors are going through dramatic change which can lead to negativity, poor communication and a significant drop in staff performance. This course is therefore designed to ensure change is managed proactively to keep morale and productivity high. It will cover best practice and give managers the tools to understand and overcome resistance to change.

Who is it for?

Individuals, particularly managers who want to facilitate positive change and learn strategies for effective communication during the change cycle.

What's covered?

- Definitions of change
- Organisational change and avoiding potential pitfalls
- Identifying & managing the change gap
- Why barriers to change arise & how to overcome them
- Change equation – effective strategy to make change work
- Effective communication styles
- Change curve – human reactions to change
- Management styles & how to adapt to suit different personalities
- Planning an effective change programme
- Situational analysis, future planning & managing the transition
- Individual's role in making change happen
- Manager's role in leading change
- Blockers and enablers to leading change

Learning Objectives

- The ability to manage change in a constructive & positive manner
- Utilising tangible techniques to facilitate change in self and others
- Develop effective strategies to facilitate change

Workshops are delivered by experienced training and development professionals