

Change Management

Course Description:

The world is changing and is changing faster than ever before. Responding to change requires a continuous change programme where the company can constantly and dynamically adapt. Alternatively, an organisation may need to go through a major change programme periodically to remain competitive.

Going through change can be quite costly, but it is a necessary part of progressing forward. People in charge of a change management progress must consider a variety of areas such as organisational change, persuasion, how to communicate the need for change, how to gain momentum, how to overcome resistance to change and how to deal with powerful resisting stakeholders to succeed.

The course looks at various aspects of change management from theory to practice. is packed with content both on organisational change as well as the effect of change on people's behaviour, their responses and ideal reactions to those responses.

Course Objectives:

This course covers a number of critical guidelines in change management and what is needed to maximise the likelihood of success, including how to design and manage change programmes, persuade people to change and respond to resistance to change

By the end of this course you will be able to:

- Understand why some organisations fail in change management
- Understand how people handle change and why their reactions matter
- Plan stages of a change process and increase the likelihood of success by adhering to proven principles of change management
- Understand why people are afraid of change and use behavioural techniques to overcome their resistance to change
- Identify skill gaps and required infrastructural changes through a structured approach
- Evaluate people's performance and use coaching and mentoring to motivate them towards change
- Use various tools to identify which areas you need to focus on the most and brainstorm ideas on how to move the change process forward

Course Content:

The course contains both theoretical and practical content. You will learn about established theories of change management and reasons for failure. You will learn what is involved in each stage of a change programme and what you need to consider to maximise the likelihood of its success. This is then complemented by people management techniques such as skills management, persuasion techniques, coaching, mentoring and motivating.

- Why Change?
- How Change Affects People
- How Organisational Change Works
- Managing Resistance
- How to Manage Change
- Mentoring, Coaching and Motivating
- Management Tools

Audience: This course focuses on change management mainly from the point of view of people who are in charge of or are involved in managing the change process.

Course Level: Beginners & Intermediate

Please contact us for any further information <mailto:info@inspiringways.com>