Leading Change

Duration

1 day

Suitable For

Anyone involved in managing change; eg senior managers, line managers, project/programme managers and HR consultants.

Objectives

The workshop aims to highlight the key areas of change management and enable managers to understand their role in the change process. It focuses on practical skills and techniques to equip managers with the ability to ensure that change is managed effectively.

By the end of the course delegates will be able to:

- Effectively create and communicate the change vision.

- Understand the need to consult appropriately.

- Recognise and manage resistance to change.

- Adopt appropriate leadership styles to support employees through change.

- Understand and embed values and behaviours into the change programme

This workshop is designed to be relaxed, informal, participative and interactive. It uses a range of training techniques to encourage discussion and challenge what we do, how we do it, and what we do in the future.

Course content

Creating and communicating a vision
- Corporate Success Cycle
- Linking vision to reality
- Communicating consistently
- Embedding values and culture

Planning for change
- What does it mean for me?
- Kubler Ross Transition curve

Tools & techniques to facilitate change
- Circle of control and influence
- Force-field analysis
- Problem solving process
- Stakeholder analysis

Leadership styles
- Situational Leadership model
- Coaching the team
- The words we use

Planning how and when to apply new skills
- Action planning
- Sustaining the changes

Course Evaluation and Next Steps