

Managing change

Who it is for

Managers and change agents who are involved in initiating or implementing changes.

The course can be run for either a mixed group of participants from different parts of an organisation or for a management, project or functional team.

Team-based events are focused around particular changes or around the future direction of the organisation or organisational unit.

Objectives

By the end of the course participants will:

- Understand why change is now the only constant and appreciate the implications.
- Understand the need to take a systematic approach to managing change: to analyse and plan before acting.
- Understand the need to consider and take into account the needs and interests of a wide range of stakeholders and have a range of options for so doing.
- Understand the need to develop a strategy for change which is comprehensive and integrated, but also flexible and evolving.
- Understand and be able to influence the process of personal and organisational transition.

Content

- A framework for managing change.
- Assessing the present state.
- Forming a view of the end state or direction of the change and understanding its impacts.
- Stakeholder analysis and management.
- Change strategy especially communication, consultation, and implementation.
- Personal reactions to change and how to manage them.

Approach

The course is designed to be highly practical and involves work on real life situations and case studies, guided by models and frameworks. Team-based events include a substantial component of developing plans and strategies.

Duration

Two or three days.

Tailoring

The course content and process is tailored to individual client needs.

