

LEADING AND DRIVING CHANGE

- VIRTUAL SESSION



Duration: ½ Day | Course Code: MANCHAN

COURSE AIMS:

Making change a positive and empowering experience while enabling them to prepare people for change to reduce uncertainty and increase their sense of control over what is happening to them

Change, by its very nature, can be unsettling. Whilst people are worrying about change, they are less productive and may even be feeling disenfranchised or hostile. However, change is one of the few things we can rely on happening! The good news is that change can be communicated as a positive experience. When its dynamics are understood, change can be managed in a way that enables people to cope with it effectively.

COURSE PRE-REQUISITES:

This programme is for you if you want to be able to build a shared vision of the future that can come only through change. You will also learn how to gain true buy-in to change programmes and generate a more productive environment in a changing organisation.

COURSE AIMS:

- Understand how change affects you and your people from a psychological perspective
- Be aware of key strategies to help manage, drive and communicate change in your business so that you achieve your vision and goals
- To realise the importance of the people dimension when going through change

COURSE OBJECTIVES:

On completion of this course delegates will be able to:

- Understand and apply the concepts around the Wheel of change and the Change Curve
- Understand the 6 stages of the Change Process
- Understand the importance and the tools to use to manage your key stakeholders
- Understand how to communicate and embed change
- Identify areas of personal strength and areas for further development

COURSE CONTENT:

Introduction and Objectives

What is Change

- The reasons why change happens
- Looking at factors that bring change

The Change Process and the Stages Involved

- How change affects organisations and people
- People's attitude to change
- 6 stages of change

Managing Key stakeholders

- Clarity about what the change is and why it is needed
- Understanding what the changes mean to them personally and emotionally
- Realistic expectations about what the change process will be like
- Sense of being part of the change

For more information

Call: 0800 101 7101

Email: info@keytraining.co.uk



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Change and the Team

- Attitudes and behaviours
- The key elements of overcoming resistance
- Minimising resistance and maximising motivation
- Turning change into opportunity
- The Change Curve

Communicating change

- WWW.com
- Embedding the change

Action planning

Review of Programme

Change Engagement – emotionally engaging your people

- Clarity about what the change is and why it is needed
- Understanding what the changes mean to them personally and emotionally
- Sense of being part of the change- WIIFM

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