

Change Management



OVERALL OBJECTIVE

The **Change Management Workshop** aims to equip participants to manage change so as to ensure continuous improvement, survival or growth. The idea is to make change easier on the organization, the teams and the individuals involved.

Participants will gain understanding and skills to proactively initiate, and deal effectively with, change in an organization. From identifying the need to overcoming the obstacles, the practical approach is on ensuring the implementation of the change is successful.

OUTCOMES

The participants will be able to:

- Assist others in coping with change
- Know where to focus during change
- Plan for change and its implementation
- Recognize the need for change and what it entails
- Understand the system implications of any change
- Facilitate change on an individual and a group level
- Identify specific actions to facilitate progress through the change process
- Ensure personal and team effectiveness by empowering self and others for action and change

CONTENT

- **Change Concepts**
 - Organizational change
 - A systems approach to change
- **Need for Change**
 - Test people's assumptions around change
 - Gain different perspectives
 - Diagnose change needs:
 - Organization
 - Team
 - Individual
 - Explore the impact of change
 - Create strategies to overcome any ill-effects
- **Obstacles to Change**
 - Cope with change
 - Know what to avoid
 - Display personal flexibility during change
 - Overcome the resistance others have to change
 - Work through personal transitions
- **Strategies for Empowered Change**
 - Employ strategies to cope with change
 - Communicate throughout a change process
 - Implement change systematically and proactively
 - Support employees during the change process
 - Manage the change process through:
 - A plan
 - Processes
 - Facilitation
 - Organization
 - Communication
 - Political activity
 - Symbolic activity
 - Resource utilization
 - Self-management techniques