

Change Management

For executives and managers | 1 day

Executives and managers will be able to lead staff more effectively through change and also improve their own ability to manage change.

Objectives

On completion of the training, participants will be able to:

- recognise the inevitability of change, and typical reactions to change
- realise that reactions such as resistance and denial are a normal and natural part of the process of dealing with change
- understand how their values, perceptions, self-confidence and typical reactions to change affect their ability to manage change
- understand and accept the notion that we *always* have choices
- employ strategies that will help themselves and their staff deal more effectively with transition through major change

Key Content

- the existence of continual change (“change isn’t what it used to be”)
- the significant changes in your life, and how you reacted to them
- how your staff deal and have dealt with change
- typical/normal reactions to change
- values, perceptions and self-confidence - how we deal with change
- you *always* have choices!
- is your change a threat or opportunity (or both)?
- managing the transition of your staff and yourself through change
- action plan

Comments by Participants

- Learning goals were met/exceeded by *all* participants (31 in two courses)
- Lots of valuable content – great presentation
- Course benefited me tremendously
- Aspects I hadn’t considered – useful frameworks/checklists
- Now have greater insight, more strategies, and clarified some work situations in hindsight
- Highlighted importance of preparing for change
- A lot of good information presented on how to cope and assist others
- My objectives were met, with a couple of welcome additions