



Change Management

Change is probably the most constant business driver; without it we cannot move forward. It is also the most resisted thing in business. This course will enable delegates to recognise the importance of well managed change and give them the knowledge needed to implement it.

Module 1 Introduction to Change Management

- Defining change management
- Why change management is important for organizations

Module 2 The Need for Change Management

- Why change is constant and inevitable
- The challenges and opportunities of change
- Understanding people's reactions to change

Module 3 Leading and Managing Change

- Lewin's change model of unfreeze, change, refreeze
- Kotter's 8 step change model
- Communicating change effectively
- Gaining buy in and overcoming resistance

Module 4 Building Flexibility and Agility

- Difference between flexibility and agility
- Developing a culture of flexibility and agility
- Structures and processes that enable flexibility
- Experimentation and continuous improvement

Module 5 Developing a Change Ready Mindset

- Fostering creative thinking and problem solving
- Encouraging a growth mindset vs fixed mindset
- Tips for selfcare during change

Module 6 Planning and Implementing Successful Change

- Creating a change management plan
- Identifying and empowering change champions
- Celebrating small wins and milestones

Module 6 Wrap Up and Action Planning

- Questions and answers
- Review of techniques and action planning