

Change Management for Managers

This workshop will provide forums for participants to learn and apply a range of Leadership and Change Management skills. It will do this by delivering information, focussing on common ground, providing time for participants to reflect, and to practice the skills. Nothing changes unless behaviour changes. Participants will plan concrete steps to take when they return to their normal place of work. Added to this will be the opportunity to meet other managers, and to learn about other companies.



Content

The workshop will have 2 key themes:

- a sequential series of steps towards change management, and
- how systems, objectives, people and personal behaviours interrelate

You will also be learn to:

- Describe trends in how business is changing both globally and locally.
- Describe the seven steps of a change management process
- Describe the 4 key influencers in any change dynamic
- Describe the 5 levels of change within an organisation

Workshop results

- Plan change using stakeholder analyses, communication plans
- Understand, motivate and communicate with other people in order to move towards the goal
- Identifying the goal for company, others and self, at each stage of the change
- Use DeBono's 6 Thinking Hats to promote decision-making
- Check for alignment of vision, values, mission, objectives

Who will benefit from this workshop

In-house managers implementing a companywide change workshop. This workshop can be tailored to deliver company specific messages. New supervisors and team leaders, or experienced managers (self-taught) with little or no management training experience.

Workshop length

This workshop can be delivered as a half day to two-day intervention.

Testimonial

"As a client, Tony continues to impress. His facilitation skills are bolstered by his ability to generate new ideas that improve the overall learning experience. His Asia Pacific regional experience makes it as easy to plug him into a program in Shanghai as it is to put him in front of a group in Sydney."

HR Director, Asia Pacific, Fortune 500 company



Moments of truth*

- When a company requires line management support to drive the change
- When information is cascaded
- When enthusiasm is needed, more than just compliance
- When change needs to be explained to fit with strategy and corporate systems
- When leaders need the support of each other
- When Head Office and the Line teams need to work closely together

* Situations and events in business in which specific knowledge and skills will make the difference between success or failure.