

CHANGE MANAGEMENT TRAINING

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Change
Management



COURSE LENGTH: 1.0 DAYS

Change should be embraced and used for the growth of any organisation. Internal changes must be implemented after the creation of new strategy, or shift in human resource planning. However most organisations are not prepared for internal changes to policies or external strategies. An organisation that plans and prepares for change is better able to overcome these challenges.

The PD Training Change Management Training Course provides training in each step of the planning, preparation and implementation stages of a change to allow organisations to grow steadily in spite of constant changes caused by both internal and external forces.

This practical class in Change Management is available now throughout New Zealand, including Auckland, Christchurch and Wellington.

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CHANGE MANAGEMENT TRAINING COURSE OUTLINE

FOREWORD

Change is a constant in many of our lives. All around us, technologies, processes, people, ideas, and methods often change, affecting the way we perform daily tasks and live our lives. This Change Management workshop will give any leader tools to implement changes more smoothly and to have those changes better accepted. This workshop will also give all participants an understanding of how change is implemented and some tools for managing their reactions to change.

Change Management Training is important in today's professional world as organisational change is more the norm rather than the exception. More than ever, work roles and organisations are in a state of flux with changes in structure, re-deployment, return to work, redundancy and personal crisis. Hence it is important to understand the change management process and learn some important change management tools.

Change takes place on three different levels:

- the Individual
- the Team
- the Organisation

Organisational change management has to happen at all three levels as they are interrelated.

This **Change Management** Training Program is geared toward teaching the change management process as well as some change management tools and principles that can support managers, consultants and other change facilitators to fulfill their mission: to initiate and sustain change processes.

OUTCOMES

In this course participants will:

- ▶ Learn about effective change management strategies
- ▶ Understand and recognise individual motivators for change and how to use them
- ▶ Recognise that everybody's personal change journey will be different
- ▶ Develop a change management & communications plan
- ▶ Gain skills required to lead a change project, celebrating a successful change and sharing the benefits and results with all staff
- ▶ Master strategies to align people with change, appealing to emotions & fact
- ▶ Understand the importance of resiliency in the context of change
- ▶ Learn to foster resiliency throughout a change project
- ▶ Understand the importance of flexibility and how to foster this strategy throughout a change project

MODULES

Lesson 1: Preparing for Change

- ▶ Defining your strategy
- ▶ Building the team

Lesson 2: Identifying the WIIFM

- ▶ What's in it for me?
- ▶ Building support

Lesson 3: Understanding Cycle of Emotions for the Individual

- ▶ Denial
- ▶ Avoidance
- ▶ Passive acceptance
- ▶ Challenged
- ▶ Committed

Lesson 4: Managing the Change

- ▶ Developing a change management plan
- ▶ Developing a communication plan
- ▶ Implementing the plans

Lesson 5: Gaining Support

- ▶ Gathering data
- ▶ Addressing concerns and issues
- ▶ Evaluating and adapting

Lesson 6: Making it all Worthwhile

- ▶ Leading status meetings
- ▶ Celebrating successes
- ▶ Sharing the results and benefits

Lesson 7: Using Appreciative Inquiry

- ▶ The four stages
- ▶ The purpose of AI
- ▶ Examples and case studies

Lesson 8: Bringing People to your Side

- ▶ A dash of emotion
- ▶ Plenty of facts
- ▶ Bringing it all together

Lesson 9: Building Resiliency

- ▶ What is resiliency?
- ▶ Why is it important?
- ▶ Five easy steps for the leader and individual

Lesson 10: Building Flexibility

- ▶ What is flexibility?
- ▶ Why is it important?
- ▶ Five easy steps for the leader and individual

WEB LINKS

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- ▶ [View this course online](#)
 - ▶ [In-house Training Instant Quote](#)
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