

Leading in Change Workshop (1 day)

Overview

In today's dynamic environment, the only constant is change, and dealing with change and the impact of change is an essential part of any business. Leaders and managers play a critical role in preparing people for change; leading change effectively requires an understanding of why change happens and the effect it has on the organisation and its people.

This Leading in Change workshop will help managers and agents of change learn the critical skills necessary to initiate and implement a change programme. You'll be able to recognise and overcome cultural and psychological barriers and create powerful action plans to bring about effective change.

Learning Outcomes

On completion of this workshop participants will be able to:

- Explain the internal / external drivers of organisational change
- Describe the psychology of change and its effects
- Define the key elements of the change process
- State the responsibilities of change agents
- Develop strategies to help individuals buy into the change process
- Use Action Learning Sets (ALS) to reinforce learning and as an aid to leading within change in the workplace

Agenda:

Timings (Approx.)	Session Number and Title
09.30 – 09.50	Session 1 – Welcome, Introductions and Expectations
09.50 – 10.45	Session 2 – Definitions, Causes, Types & Scale
15 minutes	Break
11.00 – 12.00	Session 3 – Psychological challenge of change
45 minutes	Lunch
12.45 – 14.00	Session 4 – Managing Change Effectively
14.00 – 14.30	Session 5 – Embedding a Change Culture
15 minutes	Break
14.45 – 16.30	Session 6 – Action Learning Sets & Action Plans