

Managing Change



Leading Edge LEADERSHIP

making leadership easy

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Course Summary

The ability to cope with change is crucial to business and organisational success. To remain competitive in challenging times, organisations and the individuals within them have to adopt a positive attitude to change. Change should always be seen as an opportunity.

Changing how people think and what they do will always be a challenge because resisting change is just part of human nature.

Organisations seeking to change need to engage their people to not only be recipients of change but to be proactive in finding new ways of doing things. Because, at the end of the day, organisations don't change – people change.

Course Objectives

At the end of this course you will:

- have self-evaluated how well you embrace change personally.
- know how to always sell change as an “opportunity”.
- have identified the one key thing that needs to happen for successful change to happen.
- leave with a simple step-by-step process for managing successful change – developing a genuine vision for change, equipping your team with the skills to change, providing incentive, ensuring the right resources are in place for the change to happen, putting an action plan in place.
- become familiar with the change curve and understand why people resist change.
- know the four questions you need to ask of your team to ensure change becomes embedded in your everyday culture.

Course Content:

Session One

- How well do you embrace change? – a self-evaluation.
- How to always sell change as an “opportunity”.
- Identifying the one thing that needs to happen for successful change to happen.

Session Two

- A simple step-by-step process for managing successful change – vision, skills, incentive, resources, action plan.
- Why people resist change – the “change curve”.
- The impact of “inherited thinking” on business success.

Session Three

- The four questions you need to ask of your team to ensure change becomes embedded.
- Practical Team Challenge – how would you manage change in this situation?

If you would like to talk to us about this or any other course you are more than welcome to get in touch via

telephone **01727 898 332** or email **info@leadingedgeleadership.com**

You can also visit us online **www.leadingedgeleadership.com**