

Content

The nature of change

- why is there so much of it about?
 - the five most popular myths and the reality
 - change in a business and organisational context

Why initiatives fail

- the rationale; as clear as mud
 - fatigue and frenzy
- misunderstanding peoples' needs
 - failing to grasp how much time and effort is required

Personal change

- establishing business and personal benefits
- the process of personal change
- communication and motivation
 - push/pull at the right time
- unless people change their own behaviour, nothing changes

Organisational change

- eight step process
- hard and soft issues
- planning the successful implementation of change
- your role in leading change.

Leading Change

Leadership and Management

As a responsible and successful manager you want to deepen your understanding of the process of change. You know from experience that too often the impact of organisational change on people is poorly handled, or ignored altogether. This can lead to unnecessary distress for individuals and also mean that the anticipated benefits of change for the organisation are not realised.

You want to learn how to interpret the language and behaviour of individuals at different stages in the change process and, critically, how to lead and guide others through each stage.

As a manager your role is to accelerate acceptance and successfully implement important changes. This intensive one-day programme will enable you to do just that.

Benefits

By the end of the programme you will be able to:

- identify and avoid the major pitfalls and hazards in change
- understand your responsibilities when leading and guiding others through change and uncertainty
- recognise the distinct phases of personal change
- employ a range of strategies to handle resistance, gain acceptance and build commitment
- lead others through change with confidence and certainty
- implement change successfully in your organisation.

Approach

Fun activities demonstrate the phases of change. There are opportunities to explore key skills and behaviours by coaching and being coached. A case study brings alive the issues and opportunities during the session on organisational change. Participants are encouraged to share examples of good and poor change management drawn from their own experiences.

Who should attend?

Any manager or professional who wants to understand the nature of change so that they can lead or guide others through the change process.

Programme information

Duration: One day

Price: £375 (excluding VAT)

Dates and locations:

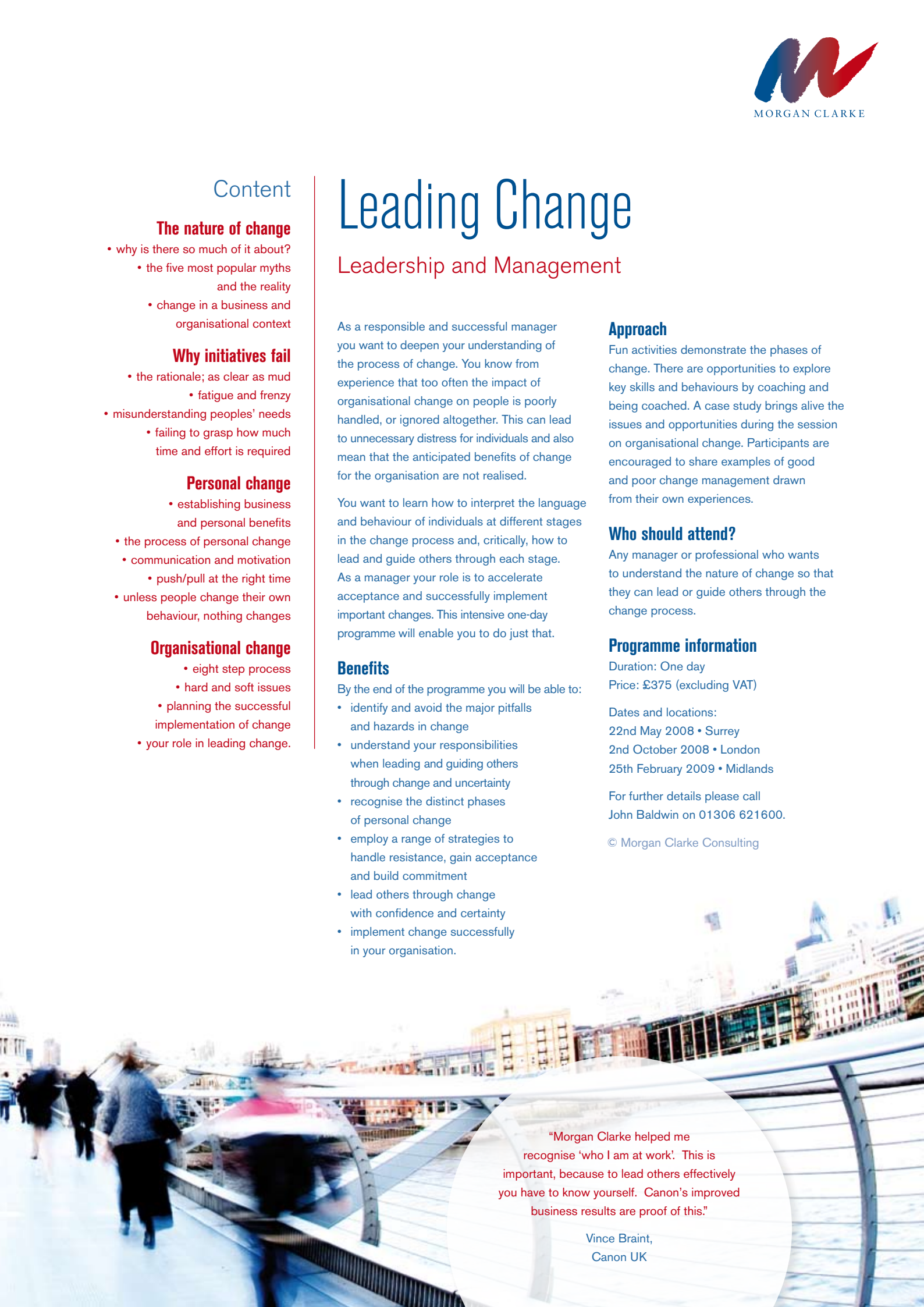
22nd May 2008 • Surrey

2nd October 2008 • London

25th February 2009 • Midlands

For further details please call John Baldwin on 01306 621600.

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"Morgan Clarke helped me recognise 'who I am at work'. This is important, because to lead others effectively you have to know yourself. Canon's improved business results are proof of this."

Vince Braint,
Canon UK