Target Audience

- This training course is designed for those who have a responsibility for leading and managing people through workplace change.

Course Aim

- The change management training course will provide leaders and managers with clear insights on how to effectively motivate people through corporate culture or organisational change.

- The training will equip delegates with some effective skills and knowledge for managing and communicating change.

Course Objectives

By the end of this one-day training course, the participants will have:

- Understood the impact of organisational change on people
- Identified ways they can positively lead and motivate people through cultural or organisational change
- Developed skills for effectively communicating change
- Identified ways they can help team members cope with change
Course Outline (Morning Session)

09:30 Welcome and introductions
- Course objectives and outline for the day
- Domestic arrangements and style of programme
- Facilitator presentation and participant personal introductions

09:50 The case for managing change
- Experiencing change
- Recognising the impact change can have on standards
- Facilitator presentation, 'The Change Game' exercise and group review

10:20 Our experience of change/change management principles
- Drawing upon past experiences of change
- Nine key principles of managing change
- Small group exercise, facilitator review and presentation

11:00 Coffee

11:15 Emotional responses to change
- Business and personal impacts of failing to deal with people’s needs & concerns
- Identifying our own response to change
- DREC change curve
- Practical activity in small groups with group learning review

12:30 Lunch

"Great use of exercises that really helped me to understand the points being made. Good pace."

Michelle Wood,
Head of HR,
Broker Network
Course Outline (Afternoon Session)

13:15  Compelling reasons for change
- Responding to resistance
- Conveying compelling reasons for change
- Video clip, small group review of case study, group discussion

14:15  Clear vision and objectives for change
- Three steps to creating a clear vision
- Imaging your vision
- Facilitator presentation, imaging exercise in small groups, group presentations and feedback

15:00  Tea

15:15  Building momentum and managing resistance to change
- Driving momentum
- Recognising the reasons for resistance
- Our reactions to resistance
- Dealing with resistance with the right change management strategy
- Brainstorming exercise, ‘Blankety Blank’ exercise, group discussion, ‘Wall of Resistance’ exercise and review

16:00  Applying the learning and next steps
- Review of learning and action planning
- Course feedback

16:30  Close

The training will be supported with:

- An optional participant pre-course questionnaire and/or pre-course reading.
- A colour printed workbook with tips, techniques and space for personal notes.

Client reviews

★★★★☆ 4.7/5 stars from 30 reviews on FreIndex and Google

"Excellent, best course I have been on this series of training."

Simon Jinks,
Asset Risk Manager,
Lombard Vehicle Management