

Understanding and managing change are key aspects of modern business practice. To remain competitive in increasingly aggressive markets, organisations – and individuals in them – must adopt a positive attitude to change.

This course explores the way change affects every aspect of life and how, by taking a pro-active approach to change, individuals and organisations can take charge of the future.

**Your Workshop Leader: Roy Breustedt**

## LEARNING OUTCOMES

By the end of this course, participants will have:

- increased awareness of the nature and importance of change in different aspects of work and life
- more confidence in introducing and managing change; knowledge of how to manage resistance to change; how to create practical strategies for introducing change; and how to maintain momentum

## AIMS OF THE WORKSHOP

- to examine the dynamics of change
- to develop an understanding of why there is resistance to change
- to acquire a range of problem solving tools and techniques to introduce change successfully

## WHO SHOULD ATTEND

This workshop is suitable for anyone about to become involved in change – at whatever level or scale. The course can be tailored to reflect the particular nature of change which your organisation is undergoing. Ideally, this would be discussed in further depth beforehand with your workshop leader.

## **Outline Programme**

### **Welcome and Introductions**

- Why change?
- Changing naturally – exploring our experience.
- Causes, sources and types of change

*Refreshment break*

### **The Planning Stage**

- “Where are we now?” – assessment and analysis
- Choosing key change areas
- Dynamics of change
- Identifying ways to involve people

*Lunch*

### **The Implementing Stage**

- Communicate, communicate, communicate!
- Identifying and using change agents
- Leading, coaching and delegating
- Overcoming barriers

*Refreshment break*

### **The Consolidating Stage**

- Monitoring progress and measuring performance
- Maintaining momentum
- Building on change

### **Evaluation**

### **Close of workshop**



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