

Managing Organizational Change



In today's business climate, change is not only inevitable; it is imminent. Change is necessary for organizations to survive given the complexities within organizations and industries. This stark reality means that some companies will literally reinvent themselves almost overnight, in a way that might create dismay and confusion among employees, and also, managers have to know how to manage change!

Our one-day workshop entitled Managing Organizational Change covers the essentials of implementing and managing change in an organization. The course starts at identifying the key stages of the change process and how to deal with each situation. The course also examines how different people react to change, and how individuals can be managed effectively through this process. Managing and handling difficult situations during the change process is also covered.

Participants will gain a good understanding of how manage change and useful ideas that they can take away and implement in their organization.



Objectives

Participants in the **Managing Organizational Change** one-day workshop will learn to:

- Manage the process, content and human dynamics of change.
- Help others move successfully through the change process.
- Diagnose the impact of change.
- Learn the tools, tips and techniques to manage change successfully, and to practice critical skills in doing so.
- Determine key success factors for evaluating change effectiveness.
- Monitor change implementation
- Plan and manage change to enhance adaptability and ensure continuous learning

Course Details

1. Individuals and Change

How people react to change
Psychological approaches to change
Resistance to change

2. Change and the Team

What is a team
Effective teams
Teams driving change

3. Change and the Organization

Organizational Metaphors
Models of change
Integrated approach to change

4. Leadership and change

Management vs Leadership
Leadership roles
Emotional competencies of leaders
Effective leadership

5. Continuous Improvement

Motivation, Performance and Stress
Dealing with De-motivation During Change
Creating a Motivating Environment

6. Managing and Handling Difficult Situations

Methodology

- Presentation and experience sharing

Venue

- ACI training centre