



techniquesfor**change**



“Excellent course. Informative, clear and interactive. Provided a greater understanding of a number of techniques/ styles I was not aware of and a sense of purpose to my current role.”

## managing change successfully

...increasing the pace of change

The pace of organisation change is quicker than ever. There is more pressure and less time. Change comes from all directions: IT, mergers, takeovers and new services. This programme enables you to cope with such transition successfully; to deal with resisters, to develop clear visions and realistic plans. It is full of practical tools and techniques to help you understand, manage and implement change successfully and to allow everyone to buy in to the process.

Andrew Marshall  
Principal Workplace Consultant –  
Johnson Controls Global WorkPlace  
Solutions

### content

- types of organisation change
- planning change projects
- role of the sponsor
- role of the change agent
- dealing with the personal impact of change
- thriving on change
- implementing successful change
- handling resistance and gaining commitment

### features

- comprehensive 'toolkit' for use in the workplace
- thrive on change using our *reaction to change indicator*™
- implement change successfully using planning
- diagnostic instruments for use in the workplace
- how to deal with the six most common change resisters

### who should participate

- any manager involved in organisation change

### recent participants include

BT, Chevron, Laing O'Rourke, Kiln Group,  
National Grid, Environment Agency

### certificate in change management

This course is validated and certified by Edexcel allowing you to gain a formal qualification recognising your achievements in this field.

You will undertake a short assessment, set and assessed by the awarding body, designed to confirm achievement of the learning outcomes.

certificate price £175+VAT



[www.techniquesforchange.co.uk](http://www.techniquesforchange.co.uk)

[info@techniquesforchange.co.uk](mailto:info@techniquesforchange.co.uk)

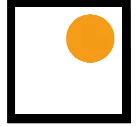
call carolyn on: +44 (0)1293 568817

**duration:** two-days

**venue:** gatwick airport

**course price:** £795+VAT

# managing change successfully



## day one

### 1. change management

- implementing change
- change inventory
- the change curve
- the change process

### 2. implementing change successfully

- gaining sponsor support
- gaining commitment at all levels
- supporting change
- reinforcing effective change

### 3. understanding roles in change

- the role of the sponsor
- sponsor evaluation
- role of the change agent

### 4. reactions to change

- reaction to change questionnaire
- causes of stress in change
- change style conflict
- shifting your approach - avoiding style clashes
- action planning

## day two

### 5. models of managing organisational change

- types of organisational change
- processes for change
- case studies for organisational change
- planning change projects

### 6. avoiding failure in change programmes

- why change fails
- track record of change
- the change challenge

### 7. leading cultural change

- culture diagnosis
- planning culture change
- delivering real change

### 8. action planning

- work on detailed concrete plans
- techniques for ensuring follow through
- presentation to peers

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