

Change Leadership

Duration: 3 Days

Change is inevitable. You may be proactive in your approach to change or perhaps you are reacting to an event that you feel has been imposed upon you.

The more complex the change, the greater the leadership challenge to coordinate a range of processes from strategy formulation, to defining what needs to change and who will be affected. Effective change only happens when all of these considerations are balanced and optimized.

Course Aim

This course will focus upon the skills, strategies and knowledge to enable you to plan implement, and sell change as an attractive opportunity. We will ensure that you are able to integrate the processes to fast forward change initiatives and get them moving in a new and positive direction

Learning Objectives

You will develop the techniques to make change irresistible..... including

- ❖ Linear and incremental approaches to planning change
- ❖ Consultancy techniques for increasing everyone's ownership of and commitment to change.
- ❖ The skills of engagement and empowerment exploring a range of change management styles and skills
- ❖ Focus on strategic rather than tactical change: moving away from the 'quick fix' to effective long term solutions
- ❖ Identify what people will be doing differently and how you will measure that
- ❖ Identify and work with the implications of organisational culture on change initiatives
- ❖ Recognise the need for people to be different rather than just doing things differently. Clarify and manage expectations

Method and Approach - Pre-workshop

Participants will be provided with 2 questionnaires to help them to analyse their individual reactions to change and their current competency in preparing, planning, and implementing change

The Workshop

A highly interactive workshop which utilises recent case studies and practical activities designed to simulate real change management scenarios. Self assessment facilitated learning, coaching and personal feedback all form part of this programme.

Post Workshop (If required)

With individual coaching and support participants will transfer their learning and skills to the workplace. A choice of assignments will be issued to the participants to enable

reflection on personal learning derived from the content and process of the programme

Content of the Workshop

Day One - The Change Challenge

- ✿ Defining, Planning and delivering a change strategy
- ✿ The process for success defining your direction and goal clarity
- ✿ Establishing a sense of urgency
- ✿ Evaluating organisational readiness for change
- ✿ Data Use and information management
- ✿ Strategic planning – how will the change impact our clients?
- ✿ What does the future look like?
- ✿ Looking for short term gains
- ✿ Feel the benefits - create addiction and enthusiasm
- ✿ Aligning the organization's culture with its strategy for success
- ✿ Understand the impact that management style has on strategic implementation,
- ✿ Control the factors which influence employees' beliefs about what 'success' is, and create positive pathways
- ✿ Use of power and influence in the organisation, and who possesses it

Day Two - The Leadership Challenge

- ✿ People centred change methods
- ✿ Creating and communicating an energizing Vision for the organisation
- ✿ Sell value, benefits and feasibility
- ✿ Define success - identify the critical success factors underpinning the strategy, and the performance indicators that will be used to track progress
- ✿ Providing direction, involvement and commitment through clear steps and signposts that indicate how success is going to be achieved
- ✿ Communicating the critical success strategies which deliver the strategy
- ✿ What do these strategies mean for what people do?
- ✿ Ensure that the targets set for departments and individuals, address the factors critical to success
- ✿ Identify the gaps between current capability and future critical success factors

Day Three - The Delivery Challenge

- ✿ Apply the principles of project management to people issues and policies, ensure accountabilities, achievable targets, timelines and monitoring of delivery
- ✿ Ensure accountability from those involved in the process
- ✿ Listen actively to those tasked with implementation, and ensure that their concerns and requirements are understood and addressed
- ✿ Establish a no blame culture - learn from each other, value contribution from subordinates, view mistakes as learning opportunities