

2 – 3 Day Programme

A programme designed to give individuals a thorough and practical understanding of the principles of managing change. This programme focuses on the key elements to be included when designing a change management plan and how each of these elements should be practically and sensitively managed during implementation.

A major part of this workshop is about identifying the impact of change on the people element of a project and providing participants with a series of tools and techniques enabling them to make change happen. This workshop is highly interactive and participants are encouraged to share their own experiences from the workplace with others and to provide feedback to other participants on their progress.

Programme Content

- Principles of managing change
- Understanding the psychology of change
- Working with the change transition curve
- Identifying the impact of cultural change
- Designing and implementing a change management plan
- Using a variety of change management tools
- Reviewing a change management plan
- Communicating change
- Dealing with resistance to change
- Supporting people through change

Additional Benefits

Participants attending this programme will receive:

- A full colour reference manual
- A change management checklist and toolkit pack



Business Benefits

By the end of the programme participants will be able to:

- Create and implement effective change plans
- Understand the psychology of change and identify the impact that change has on individuals, groups and organizations
- Work with people at different stages of the change transition curve
- Identify and manage the cultural impact of change
- Identify the key elements of an effective change management strategy and implement it effectively
- Communicate changes effectively
- Diagnose performance gaps and deal effectively with resistance to change
- Support others to deal positively with change and celebrate success

Testimonials

“A really strategic approach to change management”

“This workshop focuses on how to actually enable the change — the focus on the people element is great”

“Another great programme from BLT — lots of theory with practical examples and tools to back it up”