



Leading Change Management

What's this about?

Leading change well is critical to success. Leaders are instrumental in communicating a change vision, getting commitment to it, moving people to action, then guiding them through the change. Many change efforts fall flat because leaders fixate on the steps, systems, structures and schedules to 'roll' it out, and fail to take account of often more crucial and complex systemic factors such as culture, context, people and the impact of their own behaviour.

This down-to-earth 2-day clinic explores the people side of change, not just the mechanics of managing it. It focuses first on designing change management processes then turns to what it takes to lead people through them. It gives a solid grounding in critical practice areas and practical tools to design and lead change management; to get people engaged, reduce uncertainty and convert anxiety, denial and resistance into constructive change energy.

You'll learn how to...

- Deepen your insights into the role real change leaders play
- Use track-tested roadmaps & tools to design more people-centred change management processes
- Build-in factors that are proven keys for change success
- Navigate your way around the complexities of change
- Deal better with inevitable change dilemmas that arise

What we cover...

- Change management: proven success & failure factors
- Engaging with change: roadmaps, strategies & tools
- Leading change with the 5 learning Disciplines
- Shaping a shared change vision: challenging mindsets
- Systems thinking – coping with complexity
- The "PIECERS" model to design people-centred change
- Change readiness: working out where to start
- Mobilising coalitions & working with change teams
- Implementing change & getting involvement
- Change conversations – forging relationships
- Leveraging the cultural dimension of change
- Embedding change: maintaining momentum

Is this right for you?

Whether you're a change-veteran or beginner, this clinic is highly beneficial for leaders at any level responsible for designing, leading & implementing change management – executives, line managers, HR professionals, team leaders or even committed staff working on change teams. It takes a wide-angle design view of change. For a more targeted, team-level focus, try *Leading Teams through Change*.



Learning Solutions for Leadership & Change

“Loved the course. I came away inspired and enthused. Great change management tools and principles: and I can see the guide being a much-used reference. You have such an easy manner, prepared to take the group where it needs to go. Your skills as a change agent and trainer allowed you to be flexible and adjust to our needs as learners. I'm fired-up.” Elske Shaw Crime & Misconduct Commission

Course Features...

- Looks at leading change management through the lens of Senge's 5 Disciplines
- Uses our unique 'PIECERS' change model to take a people-centred, systems-thinking approach to designing change management processes with
- Take-away a totally updated 150-page Leading Change Management guide with 37 tools and bring along a real-life change-challenge to try out the tools on
- Complete the change-leader's scorecard and develop a personalised action-plan to help you get started on real change back-at-work.

Course Details...

Duration: 2 days

Fees: \$825 per person

Refer Current Email Offer or Call to Enquire

Locations & Dates: See our 2013 Course Calendar attached and on-line

2-days on strategies, tools and frameworks to run people-centred change management processes