Leading Change Training

BUSINESS

OVERVIEW

In today's dynamic business environment, being able to adapt quickly is a key predictor of success. Organizations often find themselves in situations where change is imperative but cannot determine exactly what has to be changed or how to make it happen. Many executives report that the more they press for change, the harder and almost reflexively people push back. The frightening truth is that up to 70 per cent of change initiatives fail. The aim of this course is to help organizations lead their changes more effectively.

LEARNING OUTCOME

By the end of this course, participants should be able to:

01 Understand the importance of leading change effectively.

02 Understand the process of leading change.

03 Increase the ability to lead people through change.

04 Reduce change resistance.

COURSE OUTLINE

1. Why do we need to change?
2. What is the objective of change management?
3. Understanding change — The Change Curve.
4. Understanding change on an individual level – The ADKAR Model.
5. What "Change" really means to management and employees?
6. Identifying the "What's In It For Me (WIIFM)"?
7. How to overcome resistance of change.
8. What is a Force Field Analysis?
9. Lewin's Three-Step model.
10. A proven model of leading change – Kotter's Eight Steps for implementing change.

Course Duration: 3 hours.
Training Approach: Lecture and group discussion.
Target Participants: Managers or team heads.
Class Size (max): 20 participants per class.