



For people who are responsible for helping people adapt to change

For organisations that want to ensure they get the full benefits of proposed changes once they are implemented

For leaders who have to implement change, ensure projects succeed and ensure that people can perform effectively in changing conditions.



Overview

Modern organisations have a variety of skills for running projects. Not all projects get the result the organisation wants though. This is because a well-run project is only an instrument of change. Managing change is a bigger agenda. The evidence is clear that running the change well is what gets the organisation the benefits of the change and maximises the value of the project.

This program helps people and organisations go beyond the confines of project thinking and invest in change. This includes involvement of people, commitment, skills, culture, stakeholders, business continuity and many other elements. It helps people to realise that change is the main agenda, not an add-on. This realisation helps them to get the organisation and its people successfully from the initial conception of change through to the acceptance of new conditions as the normal requirements of the job.

The positive approach of this workshop helps people to discover and use the strengths of many areas that are often considered threatening during change. These include resistance, disagreement and past failures and disappointments. By embracing these, leaders and organisations can discover extra energy and resources to produce a top quality outcome.

Participants in this workshop can apply the content to current processes, review past ones or plan future change initiatives.

BASIC DETAILS

LENGTH
1 Full Day

GROUP SIZE
5-15

OFFERED AS
Internal workshop for your organisation
or
External workshop via our Performance and Development Planning Service

FOR MORE INFORMATION

VISIT
www.grevilleaconsultants.com.au
or call: 0421 080 311

Outcomes

- Recognise priority issues involved in change
- Target factors shown to help change succeed
- Design steps to address change issues
- Communicate effectively during change
- Address resistance in ways that help change succeed
- Manage change in ways the generate results equal or greater than the planned benefits



Grevillea Consultants

Bringing you over two decades of leadership and people development experience

“The most general lesson to be learned from the more successful cases is that the change process goes through a series of phases that, in total, usually require a considerable length of time. Skipping steps creates only the illusion of speed and never produces a satisfying result”

John P. Kotter

PROGRAM ELEMENTS



Session Themes

Change and Transition

- Relationship between change and transition
- Culture and its impact on change
- Change in full – before and after projects

Models and Frameworks

- Phase models of change
- Dealing with personal orientations to change
- Change as a catastrophic experience

Practices and Processes

- Steps within the change process
- Impacts on regular business
- Change management factors critical to results

Planning

- Change a part of a larger system
- Scanning for drivers for change
- Matching change strategies to circumstances

Communication

- Infrastructure for formal communication
- Content guidelines
- Understanding what people talk about during change

Monitoring and Managing

- Tracking and assessing progress
- Constructive uses for resistance
- Managing risk

Building Change Leaders

- The responsibilities of leaders and supervisors
- Reference groups and consultation
- Quality improvement during the change

PROGRAM DELIVERY

The group size for a workshop is limited to facilitate maximum interaction.

Workshops are delivered at your premises or a suitable workshop venue of your choosing.

You may also be able to access the workshop for individuals or small groups via our *Performance and Development Planning Service* through the expression of interest process.

Workshops are adjusted as needed so learning focuses on current business challenges and priorities.

The workshop is part of Grevillea Consultants' commitment to provide affordable, practical development opportunities that focus on people and results.

ASSOCIATED LEADERSHIP DEVELOPMENT

The **Leading Change** workshop is complemented by our **Leading Performance** workshop. It helps leaders and supervisors achieve high performance from their teams.