

## Managing Change

### A 2 Day Workshop on the Key Issues in Change Initiatives

#### Key Programme Objectives

- Define what change means in a work environment & examine its impact on individuals, teams, plus the organisation as a whole
- Understand the impact of change on individual & team productivity, including an overview of the learning cycle, learning styles and personality types
- Explore team dynamics, the criteria for effective teams & the effect change initiatives can have on team productivity
- Analyse how different organisation types are affected by change
- Consider various models of organisational change and how best to apply them to your situation
- Investigate the role of the leader, how to manage resistance to change

#### Programme Content

##### One: Individual Change

- Learning what happens when people experience change
- Identifying what factors affect people's response to change
- Being aware of how personality affects a person's relationship with change
- Recognising how & why people resist change

##### Two: Team Change

- Focusing on improving team effectiveness
- Understanding how teams change and develop
- Learning about leadership issues in team change
- How team change impacts organisational change

##### Three: Organisational Change

- Identifying key metaphors of organisational change, and how they link to change management
- Recognising individual assumptions about how organisational change works
- Learning and critically evaluate different models of organisational change
- Begin to build an integrated model of the organisational change process

##### Four: Leadership and Change

- Understanding the relationship between leadership style and change
- Understand the effects of different leadership styles on the change process
- Learning about the different leadership roles in the change process
- Develop a personal action plan to respond to the demands of leading change

For further information, contact us: [info@equilearn.org](mailto:info@equilearn.org)

Tel: 0207 736 7878