



Winning with Change Course:

Course Aims:

This course is intended to provide change agents with the basic knowledge and skills to facilitate change in their organisations.

Who Should Attend:

HR professionals and change agents from any discipline who are required to design and implement change initiatives in their organisation.

Learning Outcomes:

On completion of the course participants will be able to:

- ✚ Diagnose their organisations change capability using an organisational assessment process
- ✚ Understand the basic principles of change, including the impact of modern social networking technology
- ✚ Identify the obstacles to effective change and the factors that can enhance change
- ✚ Define their role as a change agent / internal consultant in their organisation
- ✚ Prepare for a change project, including stakeholder engagement and the establishment of roles and governance structures
- ✚ Understand the strategies appropriate to different phases of change
- ✚ Apply a systems based change consulting process
- ✚ Understand the characteristics of a culture that will enhance ongoing change
- ✚ Understand the role of leadership and mental models in driving change

Learning Process:

Facilitator input; small group interaction; case studies; personal evaluation; readings

Duration:

The basic course is 2 days but those organisations that want a more in depth capability may extend it by 1 or 2 days. It is also possible (and recommended) that participants do an action learning project to apply their knowledge in the workplace.

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