

Leading Change

Aim

To understand the importance of strategically leading change in an organisation. Ineffective change management leads to a breakdown of strategy which in turn impacts negatively on the outcome. From a leadership perspective the specific circumstances that go along with change need to be identified, understood and effectively addressed.

What Others Had to Say About this Course...



As usual I am taking home so much to work with. Thank you for making it so relevant to my organisation. Cecil – SA Metal

Who Should Attend this Course?

This course will benefit emerging and seasoned Supervisors, Managers, and Leaders.

Outcome

The delegate will be able to demonstrate and implement a better-planned and formalised way forward, managing change whilst retaining and/or increasing productivity.

SAQA US ID	NQF LEVEL	CREDITS	US TITLE
115407	5	10	Apply the principles of change management in the workplace

The unit standards above are an indication of the content of the workshop. Our workshop theories are designed to include the outcomes recommended by SAQA US IDs.

Duration: 2-Days

Content

What is Change Management and How Managing Change Achieves Results	<ul style="list-style-type: none"> • Defining change management • The effect of change • What to consider prior to implementing change?
The Nature of Change	<ul style="list-style-type: none"> • Approaching change from an organisational change perspective • Approaching change from a team change perspective
Reactive and Proactive Change	<ul style="list-style-type: none"> • Investigating both reactive and proactive organisations • Investigating leadership styles • Put it into practice
A Model for Effective Change Management	<ul style="list-style-type: none"> • Beer et al model for change • Bullock and Batten model for change • Kotter's eight step change model • Put it into practice
The Individuals' Process of Resistance to Change	<ul style="list-style-type: none"> • The filter of the mind • How our perceptions are formed • Signals of resistance in an organisation • How we behave when faced with change
Top Ten Reasons for Resistance to Change and How to Overcome them	<ul style="list-style-type: none"> • Top ten reasons people resist change • The reason and the leadership approach that should be used • Overcoming resistance through persuasion • What the team needs
Preparation and Planning	<ul style="list-style-type: none"> • Aligning to principles/vision and mission • Batho Pele principles • Going over to action through the use of the logical framework
Ways to Manage the Risk	<ul style="list-style-type: none"> • Main areas of conflict in the workplace • Identifying inherent risks • A third dimension of costs and risks • Putting a risk register together • Summary of the options for change risk management
Keeping it Real, Putting it into Practice	<ul style="list-style-type: none"> • How to manage your meetings • How to deal with difficult meetings