

Managing Organisational Change

Duration: 1 day

Change is the only constant we live with. According to experts 98% of our knowledge has been accumulated over the last 50 years. Technology is advancing faster than ever. Jobs, management style and organisations are also changing at a rapid pace. Organisations need to change in order to maintain competitiveness. This is as important in the public and voluntary sector as it is in the commercial world.

Managing change is a difficult task. It is critical to the economic future of an organisation and to the emotional well being and motivation of employees.

This programme is about planning for change that may happen, and generating an environment to help change take place. The training will help delegates develop an overview of the process of change, and address issues relating to resistance that may occur.

The aim of the course is to help participants effectively manage change, provides a model of change leadership and prepares individuals for change.

Who should attend this course?

This course is designed for individuals who are responsible for the day-to-day leadership and output of others, at all levels of management.

Course Objectives

- Explain why managing change skills are important
- Identify environmental (external) and organisational (internal) forces for change in the UK
- State why people resist change
- Explain how to use a change model when making changes
- Describe key organisational development techniques

Course Outline

Organisational change

- Your workplace
- Understanding organisational change
- Essential guidelines during change

Enacting change

- Leadership Intervention Model
- Roles in organisational change
- Core management skills for change
- Visioneering
- Planning change
- Openness to change

Resistance to change

- Major sources and focuses of resistance
- Ken Hullman's resistance matrix
- Responding to resistance
- Force field analysis – Kurt Lewin model

Stages in the change process

- The four stages