



Change Management Training

**Suitable for:
Managers, Management Teams, and Change Management Committees**

Course duration: 2 days

Course content and outcomes:

- Introduction to Change Management
 - Personal behaviour styles - and our natural reaction to change
 - How our brains function - and the implications for change management
 - Change Management: Letting go of the old
 - Understand why people resist change
 - The change curve, and its effect on individual and team performance
 - Understand the principles of how best to manage the transitions through change
- The role of the change management committee in an organisation
 - Management misconceptions about how to handle change
 - Types of loss employees experience during periods of major changes
 - The phases of transition through change
 - Essential principles change management leaders should apply for change management
 - Building trust in the face of change – The C~A~R~E~ING Trust Model
- The role of the change management committee in the preparation, communication, implementation and enforcement of change
 - The 6 Phases Model for Effective Change Management
 - Analysis of the envisioned change: SWOT
 - Motivating change
 - Creating the vision of change
 - Developing political support, and ensuring the effectiveness of the change sponsor and change agents
 - Managing the transitions of change
 - Sustaining momentum
- Reflecting on other change management models: Kotter, McKinsey 7-S, ADKAR, Kubler-Ross
- Dealing with resistance to change
 - Group work using the 6 Phases Model for Effective Change Management
- Identifying change management initiatives
 - Group work using the 6 Phases Model for Effective Change Management

Contact us to register or arrange in-house training:

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