



Strategic Thinking, Scenario Planning and Change Management

**Suitable for:
Managers and Management Teams**

Course duration: 2 days

Course objective:

This *strategic thinking training*, which includes scenario planning and change management, is designed to assist managers and management teams with **methodologies, tools and templates** for effective strategic planning and implementation, as well as **methodologies, tools and templates** for the key change-management processes that will need to be applied for effective implementation.

Course content and outcomes:

Strategic Thinking and Scenario Planning

- Organisational Performance Analysis: Where does our performance go?
- The 5 Step Model for Scenario Planning & Strategic Implementation
 - Converting hindsight to foresight
 - Learning from our past: What could we have done better?
 - Developing and focusing on foresight
 - Identifying probabilities, possibilities and potential wildcards in the future
 - Implementing scenario planning
 - Identifying “plausible & preferable” scenarios that you could / should pursue
 - From scenarios to strategic planning
 - Agreeing on appropriate scenarios & strategies to address future opportunities & threats
 - Focusing on strategic implementation

Change Management - for the implementation of scenario planning & strategic thinking

- 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
- 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 leaders should apply for change management
- How to ensure trust in the process of implementing change and strategic planning
 - The speed of trust
 - The Caring Model of Trust
- 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 transition of change
 - Sustaining momentum
- Reflecting on other change management models: Kotter, McKinsey 7-S, ADKAR, Kubler-Ross

Contact us to register or arrange in-house training:

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