

Synergy Management Associates

People Change

INTRODUCTION

It has often been said that the only thing that is certain in today's business is change. It has also been said that the rate of change is forever increasing.

In any change programme the proactive management of change itself is the fundamental discipline that the sponsor, the steering group and the business need to follow.

WORKSHOP DESCRIPTION

This workshop provides delegates with an understanding of how to manage the 'soft' side of change. Through an introduction to the individual, team, and organisational dimensions of change it aims to equip delegates with sufficient knowledge to begin applying these principles to their own change. The approach described fully supports industry best practice such as Managing Successful Programmes (MSP).

QUALIFICATION

This workshop leads to a vocational qualification where the delegate provides evidence of applying the appropriate concepts and tools within their own work environment.

DELEGATE ACHIEVEMENTS

On completion, delegates will understand how to:

- Analyse a change situation using the two structural models for change.
- Evaluate a relevant change theory or concept and justify its use in planning and managing change.
- Identify and evaluate tools for use in the management of change.

WORKSHOP TOPICS

This workshop introduces a basic framework for thinking about the impact of change on people using individual, team, and organisation as a structure.

It presents a set of useful concepts and tools that help an understanding of change and shows how change can be managed more effectively in organisations.

PRACTICAL WORK

This workshop uses a number of practical exercises and simulations to reinforce the techniques and concepts covered in the workshop material. In addition, numerous examples from the lecturer's own experiences of managing change are included.

WHO SHOULD ATTEND

Line managers involved in organisational change, change managers, project managers, programme managers, programme and project executives and programme/project office staff.

PRE-REQUISITES

Delegates should have experience of an organisational change and understand the factors that contribute to success/failure of change initiatives. Ideally, the delegate should be involved in a change project or programme.

PRE-WORKSHOP PREPARATION

Each participant should provide the lecturer with:

- their expectations for the workshop
- specific questions they need answered

WORKSHOP MATERIALS

- Course workbook
- Tools for managing the impact of change on people

DURATION

One day: in-house.