training code: HR-ZZ / ENG_2 / EN

Change Management

"Time of change is a time of anxiety or new possibilities.
Your attitude will decide which of these things will be yours.
"- Ernest C. Wilson

Training recipients

- Familiarize participants with key research on people's reactions to changes in the organization.
- Show tools and methods to support the implementation of changes in the organization
- Show how to effectively use Situational Leadership to implement changes
- Become familiar with the ways of responding to negative attitudes related to making changes
- To enable students to learn how to recognize the main types of reactions to change
- Teach an effective way of transferring and making changes taking into account the Situational Leadership model

Benefits

After completing the course, the participant:

- Understands the importance of change for organizational development and business building
- Has key knowledge about the process of implementing changes
- Is able to use the Situational Leadership model for effective change management
- Knows stales of reaction to change and can recognize them among employees
- Can react constructively to change
- Can accordingly communicate change to other employees

Training program

1. Definition of change, or what we are dealing with
    - Explain the essence of the change

- Factors forcing change: internal and external
- The cycle of change in the organization
- The most popular change methodologies: Kurt Lewin Model, Kotter Model, ADKAR Model
- Cascading and agile change models

2. Me and the others, or diagram of mutual relations in change
   - How to start changes?
   - Teach how to respond effectively to the change process
   - Realize possible attitudes in response to changes
   - Allow you to define your own optimal role in change
   - Teach how to define roles during the change process
   - Impact, prioritization and resistance of stakeholders to the effectiveness of change
3. A graph, or a curve of change, what we can expect from ourselves and others
   - Present typical reactions and behaviours occurring during the change
   - Familiarize with the typical reactions and behaviour of those who initiate changes
   - Discuss the emotions accompanying changes
   - Teach appropriate responses to existing emotions
4. The leader implementing the change?
   - Familiarize yourself with the most important tasks of a leader in change management
   - Show how you can use the Situational Leadership model to implement changes in your organization
   - Teach practical ways of planning and implementing the change matrix
   - Familiarizing with internal and external threats in the change process
5. Leader implementing the change?
   - Familiarize yourself with the most important tasks of a leader in change management
   - Show how you can use the Situational Leadership model to implement changes in your organization
   - Teach practical ways of planning and implementing the change matrix
   - Familiarizing with internal and external threats in the change process
6. Difficulties and resistance
   - 5 barriers to change and ways to overcome them
   - Tools useful in dealing with difficulties: strength field analysis, stakeholder analysis, engagement map
   - How to deal with employee resistance in change?
   - Implementation tools that the leader can use when working with his team
7. Summary of the workshop
   - Developing plans for implementing new knowledge and methods at the workplace
   - Developing individual "vaccines" and "rituals" to support change.

Expected preparation of the participant

Basic managerial skills.

Duration

2 days / 14 hours

Language

- Training: English
- Materials: English