

# 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

## PRZEZNACZENIE SZKOLENIA

- 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

## KORZYŚCI WYNIKAJĄCE Z UKOŃCZENIA SZKOLENIA

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 states of reaction to change and can recognize them among employees
- Can react constructively to change
- Can accordingly communicate change to other employees

## OCZEKIWANE PRZYGOTOWANIE SŁUCHACZY

Basic managerial skills.

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## AGENDA SPOTKANIA

Sala szkoleniowa

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.

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<b>Kod szkolenia</b>	HR-ZZ / ENG_2
<b>Czas trwania</b>	2 dni
<b>Poziom</b>	Podstawowy
<b>Autoryzacja</b>	Altkom