



CHANGE MANAGEMENT

"The greatest danger in times of turbulence is not the turbulence – it is to act with yesterday's logic." – Peter Drucker

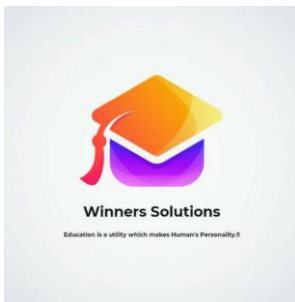
Introduction

Change management is a structured approach to shifting/transitioning individuals, teams, and organizations from a current state to a desired future state. It is an organizational process aimed at helping employees to accept and embrace changes in their current business environment. In project management, change management refers to a project management process where changes to a project are formally introduced and approved.

This workshop focuses on all aspects relates to change – The Emotional, Attitudinal, Behavioral and Cognitive Aspects of Change.

Training Topics:

- **Introduction to Change**
 - The unique attributes and challenges of change for professionals
 - The Mindset of Change
- **What is Change**
 - Drivers for Change
 - The Change Adept Organization
- **Types of Change**
 - Incremental
 - Transformational
 - Planned
- **Kotter's 8 steps of successful large scale change**
 1. Increase Urgency
 2. Build a Guiding Team
 3. Get the Vision Right
 4. Communicate for Buy-In



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5. Empower Action
6. Create Short-term Wins
7. Don't Give Up
8. Make Change Stick

- **Preparing for Change**

- Pressure for change
- A cleared shared vision
- Actionable first step
- Developing belief

- **Resistance to Change**

- Why change doesn't work
- Reasons for resistance
- Dealing with ambiguity

- **Communicating & Implementing Change**

- Transition
- Communicating the change
- Plan
- Leading from top / delivered from bottom

- **Risk of Failure**

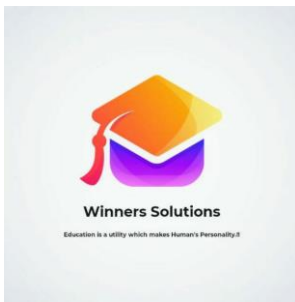
- Analyzing why a change initiative failed
- Ability to overcome failure and think ahead
- Are you ready for change again?
- The power of perception
- Power of Positive Attitude

Training Hours:

~~The duration of the training program will be 8 hours.~~

Training Methodology: 85% Experiential

~~This workshop will be facilitated through the extensive use of Group Interactions, ILT, Case Studies, Analysis, Video and Audio Support Files and Activities.~~



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Resources Required:

- Momentum Training Solutions will conduct the training
- Maximum number of participants to a class will be 15
- The training will be conducted at a venue organized by your organization
- The following will be provided by your organization:
 - Handouts will be printed/photocopied
 - The LCD projector
 - Audio speakers

