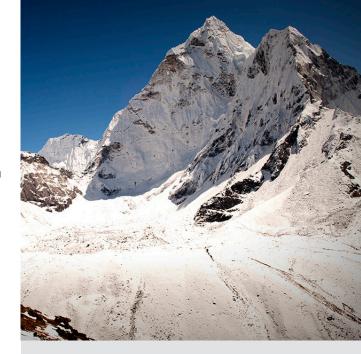
Change Catalyst -Building Change Management Capability

To drive strategic change into business results through change management processes, tools and skills.



OVERVIEW

Why you need this

The only constant is change. Globalisation, privatisation, mergers and acquisitions, outsourcing, cost cutting are just some of the change drivers encompassing organisations today, in addition to rapid innovations in technology and higher levels of competition. Organisations, be they profit making, non profit making or social organisations are changing their structures, systems, resources and management strategies to adapt to changing business environments. Thus, effective change management is crucial to any organisation's ability to survive and thrive; good change management is a key driver of success.

However, most change management programs fail, at significant cost to corporate reputation, financial performance, goodwill, customers and stakeholders. This is the alarming reality and finding of numerous recent global research studies (McKinsey Global Survey Results 2008, IBM Global Making Change Work Study 2008). Studies have also revealed a strong positive correlation between effective change management practices and benefit realisation. According to Prosci's 2009 Edition of "Best Practices in Change Management", change projects that include effective change management are five times more likely to meet objectives and achieve business results.

TARGET AUDIENCE

Who needs to attend

Change management team members and leaders from all disciplines and levels within the organisation.together.

OUTCOMES

What you will get

This comprehensive and practically focused workshop is designed to enable change team members to successfully lead their organisations through incremental and transformational change by equipping them with the critical skills and frameworks for the successful management of people change as, organisations do not change, people do.

Change team members will be able to build and customise change management plans for sponsorship, mobilisation, communication and best practice to maximise the collective benefits for all involved in the change, and minimise the risk of the implementation failure, by successfully dealing with the people side of change, not just the business side.





OUTLINE

What you will learn

Module 01

Imperatives for Change

Business Imperative

- Compelling reason & vision for the change
- Business Case

Impact of Change

- Change impact assessment
- Behaviour change
- Employee relations Issues
- HR integration issues

Leadership Vision & Commitment

- Leadership alignment
- Vision, values, culture & strategy
- Project governance
 & budget

Module 02

Stakeholder Management

Stakeholder Identification

- Stakeholder Identification
- Change principles and key messages

Change Influencers

• Role and Identification of change influencers

Readiness Assessment

- Change readiness options
- Focus interviews, focus

Module 03

Capacity for Change

Change Leaders Team Development

Change leaders team development

Change Agent Capacity Building

- Change agent capacity building
- Processes, skills, tools for change

Change Plans, Roles, Resources

- High level change planactivity timeline
- Quick wins plan
- Risk plan

Module 04

Mobilising for Change

Emotional Impact of Change

- Emotional cycle of change
- Personal empowerment (victim to victor)

Managing Culture & Resistance

- Identifying resistance and blockers
- Culture & alignment

Mobilisation and Communication

 Mobilisation and communication options & plans

Module 05

Sustaining the Change

Skills Transfer & Empowerment

• Empowerment through leadership structures, performance & reward

Measure Progress

- Monitoring and reporting
- Performance management aligned to strategic plan
- Surveys

Consolidation & Enabling Action

- Strategic review
- Integration into business processes
- Consequence management

APPROACH

How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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