

# Leading Change

Equipping leaders with the self-insight, tools and skills to lead individuals and teams through change in a VUCA world

## OVERVIEW

### Why you need this

- The only constant is change. Organisations are faced with globalisation, technological disruption, mergers and acquisitions, downsizing, outsourcing, new competition, turnarounds and cost cutting on a regular basis. Organisations need to continually review and be agile in changing their structures, systems, resources and management strategies in order to adapt proactively to the changing business environments. As many change efforts are fraught with delays and failure, effective change management is crucial to any organisation's ability to survive and thrive through rapid change to achieve organisational success.
- According to Prosci's "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

Managers who need to lead individuals and teams through change in a VUCA world. This workshop can be customised and pitched for different levels of management i.e. junior, middle or senior management

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent



## OUTCOMES

### What you will get

- Reinforce the need for change resilience and leadership in the current context
- Understand the neuroscience of change and how to shift approaches for greater influence
- Understand how attitude, EQ and the ability to reframe enhances resilience and responsiveness to change
- Explore the different roles leaders play in responding to, initiating and managing change – and tips for enhancing effectiveness
- Practice techniques for leading individuals through change and overcoming resistance
- Explore challenges and opportunities in leading teams through change – and explore different approaches to gain buy-in, trust and maintain performance through tough times



## OUTLINE

What you will learn

Module 1	Module 2	Module 3
<ul style="list-style-type: none"><li>• Leadership Context – VUCA world</li><li>• Neuroscience of change</li><li>• Resilience and responsiveness to change</li></ul>	<ul style="list-style-type: none"><li>• Different roles in leading and managing change</li><li>• Leading individuals through change</li></ul>	<ul style="list-style-type: none"><li>• Leading teams through change</li><li>• My impact and influence on organisational change</li></ul>
<b>12 Hours over 2 days <u>or</u> 4 x 4 hour sessions over 6 weeks</b>		

## APPROACH

What 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. Optional action learning and tracking tool.

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