

CHANGE MANAGEMENT

The participants will go through examples and exercises the fifth predictable stages in organisational development each with change needs and possible crises. Crises solving will be one of the important task during this course. One change is in place the resistance to change appear and the participants will learn how to overcome it. Organisations need to change and develop continually. Change can be positive or destructive depending on the way in which it is managed.

This course aims to enable participants to recognise the various types of change an organisation can face, and implement effective development programmes in response to change requirements. During the training the role-play will put the participants to solve crises situations generated by the organisational change.

OBJECTIVES

At the end of the course, participants will be able to:

- Identify the five natural phases of organisational growth, and the phase in which their own organisations currently stand;
- Identify the natural crisis points associated with organisational growth and implement appropriate development responses;
- Identify key external change drivers;
- Plan and implement development programmes within their own organisations, appropriate to current key requirements;

- Top management support
- Negotiation /Coercion /Manipulation
- Agents of change
 - Intrapreneurs
 - Venture teams

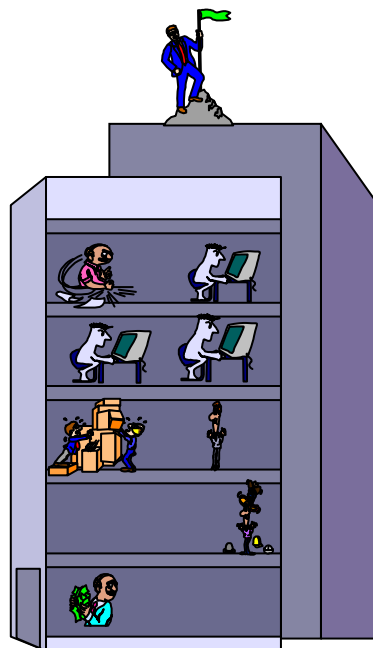
PARTICIPANTS

- * Internal agents of change
- * Members of the management team,

DURATION : 2 days

COURSE CONTENT

- Growth and change:
 - Five phases of growth
 - The crises of growth
- Approaches to change
 - Technological
 - New product
 - Structural
 - People
- Resistance to change
 - Force field analysis
 - Reasons for resistance
- Implementation tactics of change
 - Communication and education
 - Participation



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