



Derek Hendrikz Consulting Presents:

Leadership in Change Management

Duration:	2-days
Max. Participants:	20
Facilitators:	1
NQF Level:	5
Total Credits:	12
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:

The programme is aimed at any person who needs knowledge and skills in leading organisational change. Areas covered by this programme are as follows:

- Forces of change
- Managing planned change
- Resistance to change
- Approaches to managing organisational change
- Implementing change on strategic level
- The four lubricants of continuous change
- The core dimensions of change
- Accelerating organisational growth through continuous change

The workshop outcome:




On completion of this programme the participant should be able to effectively lead organisational change initiatives.

The Workshop Objectives:

Participants will achieve the workshop outcome by being able to:

- Eliminate resistance to change.
- Understand the various change management options.
- Define the type of organisational change needed for a specific situation.
- Take leadership in change initiatives.
- Select an appropriate application option for an organisational change initiative.

Included:

-  All programme materials and handouts.
-  Issuing of certificate on completion of programme.
-  Permanent record keeping of all programme results and assessments.

Training methodology:

The methodology is based on interactive learning, i.e. learners will learn by doing. Furthermore learners will use examples from their own organisations, thus ensuring that the learning is anchored at their workplace. As with all DHC training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.

Programme:

Time:	Day 1:	Day 2:
08:00-10:00	Introduction to change management	Types of organisational change
10:00-10:30	<i>Convenience Break</i>	
10:30-12:30	Working with resistance to change	Taking leadership in change initiatives
12:30-13:30	<i>Lunch</i>	
13:30-15:00	Understanding change management models	Application Options
15:00-15:15	<i>Convenience Break</i>	
15:15-16:00	Day Review	Day Review

Who Should Attend?

- Senior and middle managers.
- HR Managers.
- Organisational Development Practitioners.
- Business owners.
- Any person interested in knowledge and skills in the area of change management.

Day 1:

Introduction to change & transformation management:

- Understanding the concept of change & transformation management.
- Process of change.
- The behavioural approach to change management.
- The cognitive approach to change management.
- The psychodynamic approach to change management.
- The humanistic approach to change management.

Working with resistance to change:

- Reasons for individual resistance to change.
- Reasons for organisational resistance to change.
- Overcoming resistance to change.
- Stabilising the organisation to deal with constant change.

Understanding the various change management models:

- Lewin's model.
- Action research.
- Organisational development.
- Neuro Associative Conditioning (NAC).
- Post-modern Organisational Change Model.

Day 2:

Types of Organisational Change:

- Developmental change.
- Transitional change.
- Transformational change.

Taking leadership in change initiatives:

- The process of leadership in change management.
- The process of managing change.
- Stakeholder analysis.
- The role of organisational infrastructure in change initiatives.

Application Options:

- Reengineering.
- Restructuring.
- Cultural change.
- IT based process change.

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