

Derek Hendrikz Consulting Presents:

Understanding Change Management

Duration:	1-day
Max. Participants:	50
Facilitators:	1
NQF Level:	5
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:




The programme is aimed at any person who needs knowledge and skills in the field of change management. Areas covered by this programme are as follows:

- The concept of change management
- Forces of change
- Managing planned change
- Conditioning the operational environment to accept continuous change.
- Resistance to change
- Approaches to managing organisational change
- The core dimensions of change

The workshop outcome:

On completion of this programme the participant should understand the principles of change management within organisational context.

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:
08:00-10:00	Understanding the concept of Change Management
10:00-10:30	<i>Convenience Break</i>
10:30-12:30	Working with resistance to change & Managing planned Change
12:30-13:30	<i>Lunch</i>
13:30-15:00	Implementing Change on operational level
15:00-15:15	<i>Convenience Break</i>
15:15-16:00	Organisation Specific Problems

Who Should Attend?

- People on all management levels (Senior; junior; middle; line and supervisors).
- OD & HR specialists.
- Transformational specialists.
- All people who are interested in the field of organisational change & transformation.

Programme:

Understanding the concept of change management:

- No clear-cut recipe for transformation!!!
- Linking the concepts of Change and Transformation.
- Transactional vs. Transformational Management.
- Conscious vs. Subconscious transformation.
- The link between vision & strategy and change & transformation.

Working with resistance to change & managing planned change:

- The influence of organisational culture in change management.
- Understanding the drivers of change.
- The evolution of change.
- External influences on organisational change.
- Organisational responses to forces of change.
- Understanding developmental change.
- Understanding transitional change.
- Understanding transformational change.

Implementing change on operational level:

- Preparing for operational change.
- The politics of change.
- Best practices for operational change.
- Adding momentum to the change process.

Working with organisation specific problems:

- Analysing organisational specific problems.
- Using own organisation as a case study to implement change initiatives.
- Practical application.

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Beyond of Comparison!