Leading Change

PURPOSE

Change has a considerable psychological impact on the human mind.
To the fearful, it is threatening because it means that things may get worse.
To the hopeful, it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better.

Some change will always happen but not necessarily the change is expected. It is far better to lead and manage change systematically, rather than simply react to events as they occur. The goals of this workshop are to prepare participants to lead and manage the expected changes in the organization.

This workshop considers and integrates four essential aspects of change:

Change remains the crucial challenge for organizations., leading change takes time, Changes touch our minds & hearts and Change is dynamic.

STANDARD AGENDA (Most agenda's are adapted to your specific situation)

- Why change is important to organizations ?
- Change is hard!
- Why Change may fail?
- Fundamental actions & behaviors supporting changes
- Process Focus: the Kotter model
- People Focus: the DiSC® model
- Change and Social Styles
- Case study of change
  - Part I Creating Conditions for Change
  - Part II: Introducing New Practices
  - Part III: Maintaining the Momentum
- Assessing your Change situation
- One Pagers Summary for direct implementation

At the end of this workshop, participants will:

- Gain more self-awareness of context of change;
- Explore the barriers and enablers of change;
- Leverage on how to successfully drive change from the process & people sides;
- Master the 8 steps model of Kotter and how to implement them in your organization;
- Master the 4 social styles in the context of change and their unique contribution;
- Prepare your change plan;
- Recognize the need to lead teams in the context of change;
- Leverage from a common platform, including frame, methods, tools and the context of change;
- Be ready to successfully implement changes;
- Benefit form ready to use templates and documents to implement the changes.