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**LEADERS IN APPLIED
 INTERACTIVE TRAINING**

LC09E

Team Power International
 Where Your Winning Future Begins



**In-House
 Training**

STRATEGIES FOR SUCCESSFUL CHANGE MANAGEMENT

Necessary skills required for leaders to understand why change is important and how to practice change effectively



OVERVIEW



PRIMARY OBJECTIVES & BENEFITS

In a complex and interconnected world, massive change in events cause a real challenge for leaders. This workshop showcasing real-world practical exercises to help managers and leaders to understand when and how to navigate the latest developments and take strategic steps in change to respond.

This workshop will help participants to:

1. Explore different perspectives on change.
2. Assess how our mindsets help to shape and view change.
3. Assess how our mindset views problems.
4. Assess how our mindset views solutions.
5. Analyze reasons why organizations change.
6. Understand internal and external pressures for change.
7. Explore various tools that will allow participants to access reasons of change.
8. Create a change vision for successful future.
9. Develop techniques for constructing change.
10. Apply the change techniques and processes.



WHO SHOULD ATTEND?

The course is suitable for managers/leaders to gain essential skills required to navigate the challenges facing them in their role, allowing them to setup strategic priorities that are necessary to be successful in their role as leaders.

STRATEGIES FOR SUCCESSFUL CHANGE MANAGEMENT

Necessary skills required for leaders to understand why change is important and how to practice change effectively

Module 1 - Change Management Principles

- Planned and unplanned change
- The what, why and how of change management
- Change management and strategic planning
- Phases of change, risk analysis, impact and management of resistance
- Preparing the organization for change
- The change team
- Working together: leaders, sponsors & workforce
- Vision for change
- Communications plan
- Current state assessment
- Outline of desired state

Module 2 - Designing The Desired State

- As is and to be modelling
- Organizational change readiness
- Change and communications defined
- Impact – people, systems, processes and culture
- Complete desired state

Module 3 - Planning And Managing A Change Program

- Establishment of a change program
- The differences between programs and projects
- Benefits Management: program and project justification
- Build a business case, objectives and outcomes
- Establishing roles, responsibilities and project/program organization structure
- Directing programs and projects
- Managing risks and issues

Module 4 - Leadership And Change

- Managing change – Kotter
- Successful change – Prosci
- Leading Change – Senge
- Leadership style and change
- Linking leadership to metaphor

Module 5 - Implementing Change

- Implementing employee involvement process
- Aligning processes and systems
- Designing training process

Module 6 - Sustaining Change

- Training and consolidation
- Coaching management and team leaders to sustain change
- Review and document lessons learned

PROGRAM HIGHLIGHT

Duration: 3 days

Date: To be Agreed with the Client Organization

Timing: 8:30 am to 2:30 pm daily

Venue: Suitable & fully equipped venue (to be provided by Customer)

Notice required: 10 working days

Language: English

Material: Participants will be provided with high quality handouts

Certificates: Certificates of Completion shall be provided to participants upon successful attendance of the training program

Fees: Inclusive of facilitator's fees, materials and certificates