

Managing Change For Positive Outcomes

1 day
Course

**"The art of progress is to preserve order amid change
and to preserve change amid order."**

Alfred North Whitehead

Business Scenario Change is continuous, certain and often dreaded. It can involve a considerable amount of upheaval and the revision of working practices. The key to managing change is to communicate well, make time to listen and limit uncertainty. This course offers strategies, supporting you to convey change as a positive experience for your staff.

Who will Benefit? Those who recognise the impact that change has upon both themselves and their organisation.

Course Objectives By the end of the course you will be able to:

- Explain the impact of change on performance
- Identify ways of implementing new ideas and practices positively
- Recognise the importance of effective communication in dealing with uncertainty
- Adopt a strategy for maintaining clear vision
- Encourage and maintain motivation
- Identify causes of negativity and ways of overcoming them

Course Content

The nature of change

- Identifying key drivers of change
- Types of change
- Causes of change
- Why do we resist change?

Assuring positive outcomes

- Gaining support for change
- Maintaining momentum
- Developing your plan
- Monitoring progress in change management

Identifying transition factors

- Prioritising opportunities
- Assessing adaptability
- Defining goals
- Communicating the need for change

Course Features

Through discussion and exercises, participants will examine the key dynamics of change. Explore skills and ideas that help minimise resistance and enhance co-operation. Complete an action plan to successfully implement the information gathered during the course.