

SSBS027: Managing Change Successfully

Introduction:

As managers we know that change is necessary and inevitable. We all know of change initiatives that have gone wrong, quite often because people related issues have been overlooked. Change causes fear and uncertainty and is something that people don't like, so leading people through change is an essential management skill to have. This course focuses on the tools and techniques you can use to manage your team through change. This course should prove to be a useful resource to you whether you are embarking on a change initiative or currently in the process of managing change.

Duration:

This workshop is run over 1 day.

Workshop approach:

This workshop is peppered with exercises and frameworks that will allow participants to apply the information covered to their specific situation. This training is delivered in an informal manner with the use of audience participation in discussion and practical sessions. These will assist participants to learn and understand the change management principles and techniques discussed during the course, and to help them start to put these into practice in the safety of the training environment. A variety of training methods are used on this course, including group discussion, trainer presentations, skills practice, and group exercises.

Content:

Understanding change:

- Learn about the main types of change that organisations undertake
- Understand the impact that change has on people

Helping you to manage change – insights from psychology:

- How does organisational development inform your approach to managing change?
- Understand people's reactions to change and how to address these

Leading through change – a framework:

- Learn from best practice approaches to culture change
- Top tips to help you successfully lead teams through change

Preparing for change:

- Learn how to paint a clear vision of where change is taking you
- Appreciate how to align the culture and the change
- Best practice for the planning process

Managing the change:

- Hints and tips for how to orchestrate your communications campaign
- Learn how to motivate those that are affected by change
- Appreciate the role of training in supporting the change

Integrating and reinforcing change:

- Integrating the change into performance management
- Understand the role of coaching and feedback in driving change



Workshop outcomes and benefits:

This course will help you to understand what is involved in managing change. You will learn how to prepare for change to ensure that it's successful. You will understand the ingredients required to manage your team through change and how to overcome resistance to change. You will learn tips and techniques for how to integrate and re-enforce change.

Certification:

On completion of this course, you will obtain a certificate issued by the Institute of Leadership & Management (ILM).



This workshop is presented by:



Tina Kinirons is an occupational psychologist who specialises in management and leadership skills. She worked in management, sales and consulting roles for IBM and Microsoft for 21 years, including 5 years on the Microsoft Ireland Leadership team. She draws on her years of business and management experience, together with her occupational psychology practice, to work as a management trainer and coach. She develops and presents training on the soft-skills of management and also works as a management and executive coach. She holds a M.Sc. in Occupational Psychology and is a member of the Psychological Society of Ireland, the Institute of Leadership & Management, and the British Psychological Society.