

Training Workshop – Module Overview

Innesskirk's innovative “**Change Management Essentials**” will provide managers with an excellent overview how to steer a company and its people through major change initiatives.

Change comes in many different categories, initiated by sudden or planned changes in size through mergers, acquisition; sometimes as part of a major restructuring or efficiency drive and sometimes because of large new projects. What's important, however, is to understand the impact change has on people. This includes a manager's role in preparation and active management of people to allow them to understand, accept and benefit from the opportunities of change.

Tutorial sessions, case studies, practical exercises, presentations and syndicate work make this a proactive, hands-on course..

Workshop Objectives – Delegates Will Be Able To...

- Understand the driving forces of change
- Help people to accept and embrace change as part of a positive growth experience
- Understand different types of change: crisis, anticipatory and reactive change
- Recognize change transformation phases
- Create and communicate an effective change management plan
- Coach and empower staff to take initiative and foster exceptional performance
- Take a lead role in the changing process as an internal change agent

Post Workshop – IMPACT™ Program

IMPACT™ Project – Delegates identify a work-related project during the last hour of the training that will be used as a measurable indicator of successful application and implementation of the training content.

IMPACT™ Coaching – The delegates participate in custom-designed coaching sessions to facilitate the completion of their **IMPACT™** Project. Delegates document the project's life cycle and all related issues in the provided coaching booklet

Workshop Agenda – Day One

WELCOME

Introduction And Course Objectives

Agenda begins with the introduction of course, material and methodology and pedagogy. Instructor introduces delegates through icebreaker activity.

Reasons For Change

Review of what is driving change and what changes you can expect within the next 10 years, looking at overall change in the world. We especially focus on the influence of globalization, information technology and changing demographics as change drivers. This will introduce the need for change as a natural process and progress.

Why Resist Change? An Overview Of The Psychology of Change

Many find that people resist change. Here, we look at the psychology of change, focusing on the change transition process. We will also provide a greater appreciation for accepting change and benefitting from new opportunities.

LUNCH

Pro-Actively Managing Change

This segment includes methods to prepare others for change; managing and analyzing change-resistance using the ADKAR model. Segment also includes: the review of the role of a change agent, their motivation, positive change management methods, finding the right phase of change, reinforcing behavior, and making changes stick.

Managing Resistance

This session focuses on role of a change agent, convincing people to make positive changes and overcoming resistance, including discovering the cause of resistance and methods of resistance resolution.

CLOSING

Review the main points of interest of the day, identify possible work-projects, preview day two.



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Workshop Agenda – Day Two

WELCOME

The Ingredients Of A Successful Change Management Plan

Delegates discover how to create a change management plan and essential elements the plan should contain. Session includes identification and utilization of different groups involved in the change process: volunteers, conscripts, complainers, and deserters. Involved in the plan are fundamentals of creating a plan, including the assessment and evaluation of risks; implementation issues and measurement of success factors.

Change Management And Leadership

Integral to any successful change is the value of positive leadership throughout a change process. Instructors cover the keys to positive change leadership, as well as leadership's impact on employee behavior during the change cycle. This leadership includes recognizing and understanding how to lead people with different personalities through change.

LUNCH

Team Behavior During Change

Delegates learn to gain awareness of team behavior during change, and the best methods of preparing and building teams who thrive during change. Key elements include the impact of stress on people's behavior and how to anticipate and overcome stress related issues.

Identification Of IMPACT™ Project

Delegates are assigned to groups and asked to identify a project which will require the use of the new knowledge and information received during the workshop. This will allow the delegates to transfer the new knowledge into skills and effective work habits.

CLOSING

Review the main points of interest for the course, deliver course administration like evaluation, action plan, certificates.

Do You Have Specific Requirements?

Tailoring For In-Company Delivery

We can run this workshop as a one, two or three day event. We can also adapt the content to meet your specific training objectives.

For more information about our In-Company specialized workshop services, email us at info@innesskirk.com to discuss your specific requirements further.



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