

MEETING THE CHALLENGE OF CHANGE

**DURATION:
3 DAYS**

COURSE OUTLINE

AIMS AND OBJECTIVES:

- This course will help participants understand the fundamentals of change management
- Understanding the principles and techniques to be used to ensure successful implementation through a transition
- How to avoid disruptive and problematic issues for the organisations and the people

SUITABLE FOR:

- Anyone involved in introducing new perspectives, procedures and practices within their organisation to improve business efficiency
- Specifically for new project leaders and managers with responsibility for strategic development and tactical implementation of new initiatives

WORKSHOP CONTENT:

- Learning from the change
- How to set positive expectations
- Key differences between strategic and tactical planning
- Establishing objectives, key result areas and defining roles
- Reviewing the barriers to change and how to combat them
- Developing a culture to facilitate 'continual change' and its benefits
- Using change management models to aid effective implementation
- Creating a development plan to implement and support future initiatives
- Leading staff through periods of change and overcoming resistance and concerns
- Defining 'change management' and exploring the main areas of change within an organisation
- Examining the attitude/vested interests of individuals and adopting a 'best practice' approach
- Planning strategically, and the importance of the consultative process to achieve co-operation
- Managing the process of change: appropriate systems, processes, supervision and feedback to guide and monitor progress
- Designing on-going communications programmes including briefings, presentations and feedback

**CAN BE
DELIVERED IN
HOUSE OR AS
AN ILM
APPROVED
DEVELOPMENT
PROGRAMME**

Tel: 00 971 (4) 3599020

Email: info@oakwooddubai.ae

Web: www.oakwooddubai.ae

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