



Leading Change

A targeted development programme for people and change leaders.

Today organisations are constantly responding to the dynamic environments in which they operate. Whether related to innovation, technology, market, customer or employee experiences and expectations, change initiatives can be managed in a way that realises objectives and recognises how best to engage people through change.

Why invest

With our Leading Change Programme, managers will have the skills, resources and confidence to champion organisational change.

- Understand the impact of change on individuals and teams
- Recognise what influences our response to change
- Recognise the leader's role in change
- Understand the impact of high-trust in change
- Apply an effective change model to engage others
- Share a compelling "why" for change
- Lead change conversations, practice storytelling
- Understand motivation of performance
- Effectively coach for buy-in and commitment
- Create a change engagement plan that achieves objectives

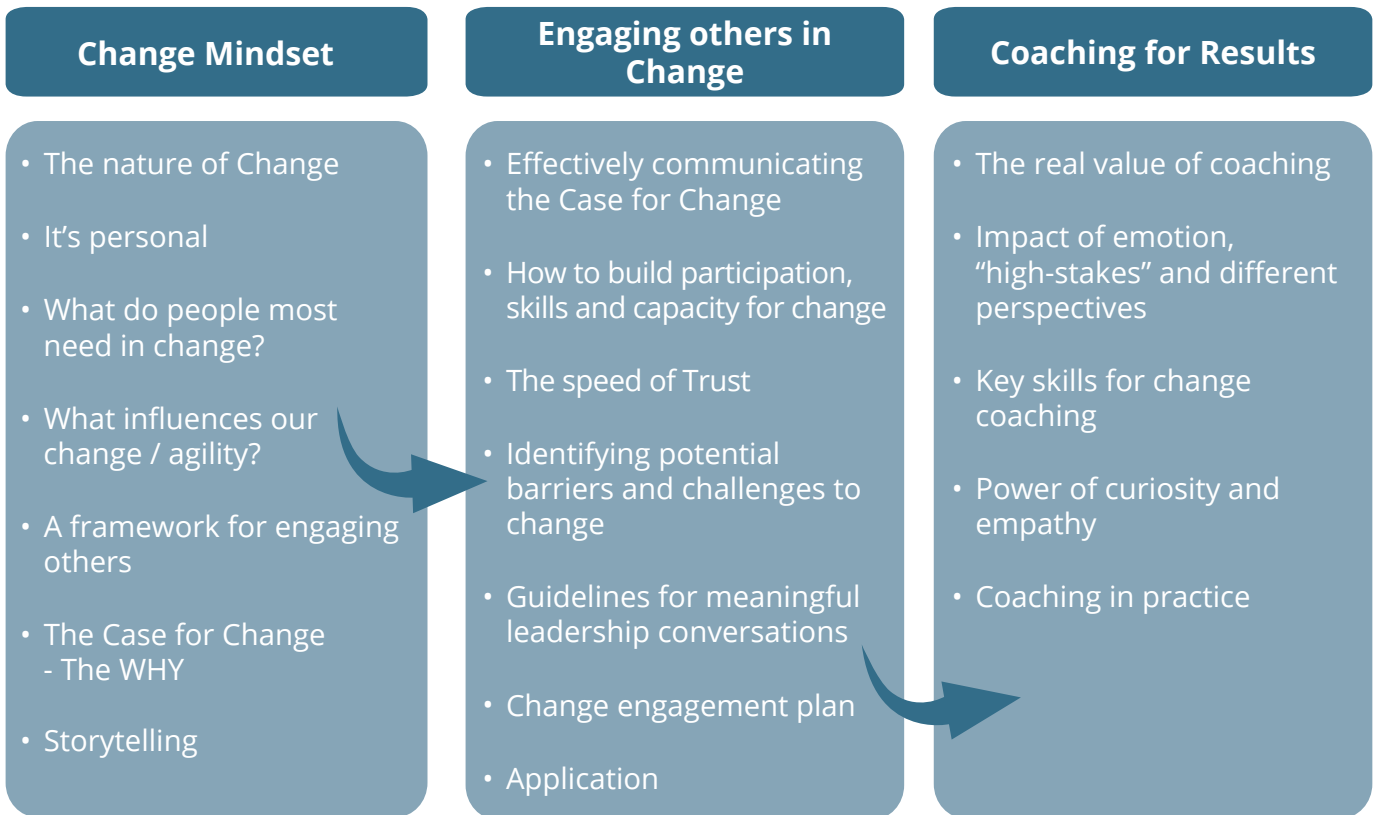
Toolkit

- Change Curve
- ADKAR Framework
- 'Switch' (Chip and Dan Heath)
- Emotional Culture Deck
- GROW Coaching
- Feedforward
- Change Leader Reflection
- Leader Development Plan



Programme Outline

This programme is designed and delivered to client outcomes. It is highly interactive and immediately applicable.



Outcomes

Enable leaders to lead change in a way that others can:

- **Understand the change:**
They know what the change is, why it is happening and what the impact is for individuals, teams and the organisation
- **Support the change:**
The change is lead in a way that people are supportive and actively participate
- **Implement the change:**
People have the know-how, skills, resources, support, coaching and capacity to execute the change

Client Feedback

"Joan is an amazing facilitator who is engaging and encourages you to think deeper, and bigger picture. It was refreshing to be part of a course that has someone external who can provide a neutral unbiased perspective."

Thank you!!"

