



## Change Management

Leading change means creating clarity, transparency and predictability for those who will be affected by the change. It also means to create space for establishing trust and belief as well as nurturing commitment, contribution and ownership of the change. Furthermore, leaders must be an example before they can inspire others!

This course provides you with a practical overview of different steps and approaches to leading and managing organisational change.

## Course highlights

- Perspectives to change: Role of leadership and change agents
- Organisational Change Cycle
- Creating trust, believe, commitment and ownership
- How to lead and inspire!
- How to deal constructively with resistance?
- Communication during a change process
- Creating a change management plan

## Course objectives

At the end of this course you:

- can distinguish between different perspectives of organisational change and the role of leadership;
- are ready to apply the Organisational Change Cycle approach and differentiate between the various change management steps;
- know how to communicate effectively with staff during change processes in order to create commitment and trust;
- are aware how to deal constructively with resistance to change;
- are skilled to design the basic elements of a change management plan.

## For whom?

This course is specifically relevant if you are:

- responsible to lead an organisation through a change process with significant consequences for future operation and the roles of staff;
- a manager or consultant providing funding or technical support to an organisation undergoing change processes;
- an external consultants wondering how to successfully support the organisation through (complex) change processes.

## Essential Facts

<b>COURSE CODE</b>	<b>CM</b>
<b>LANGUAGE</b>	<b>English</b>
<b>DURATION</b>	<b>2 days</b>

