

Managing Change

Maximum Participants: 16

Duration: One Day

Timings: 09:30 – 16:30



Mike Phillips Training

Releasing potential through learning and development

Suitable for

All managers who wish to effectively manage transition and change and keep their team on side.

Aim

To give managers the skills and knowledge to implement change. You will consider the barriers to change and strategies to ensure that when implementing change you carry the whole team with you.

Learning Outcomes

By the end of the course, you will be able to:

- Define organisational and personal change
- Describe the transition curve and list typical fears/responses to change
- Identify barriers to change management and how to overcome them
- Recognise how to make change sustainable
- Outline and apply Kotter's 8 Step Model for change
- Explain to people why change is necessary and use various strategies to communicate change
- Use a toolbox of change management techniques (e.g. PESTLE, TROPICS, SMART and SWOT)

You will also leave the course with:

- A sense of achievement
- A toolkit of techniques and practical ideas for releasing your potential
- A Personal Action Plan to take your learning further

Training Style

All courses are interactive, using diverse participatory, 'brain-friendly' training methods including: exercises; games/quizzes; handouts and workbook; small/large group discussion; skills practice and trainer input.

All courses are accompanied by a **Welcome Pack** (including some essential pre-course activities to prepare for learning) and a **'Bonus Pack'** after the training with additional tools, and follow-up activities to support transfer of learning to the workplace. (*email required)

Other Courses to consider (Visit my website for details of these and other courses)

- ➔ Dealing with Difficult Behaviour in the Workplace
- ➔ Decision-Making and Problem-Solving – Tools and Techniques
- ➔ Employment Practice
- ➔ Influencing and Persuading Skills
- ➔ Internal Communication – Don't hear it on the Grapevine
- ➔ Interpersonal Communication Skills
- ➔ Leadership Skills to Empower and Inspire (2 Days)
- ➔ Motivating Staff for Peak Performance
- ➔ NLP in the Workplace
- ➔ Resolving Differences and Conflict
- ➔ Teambuilding – Getting Everyone to Pull in the Same Direction



"A really useful day which helped me realise why staff may respond to change in different ways."

It was particularly helpful to consider how best to communicate change to others and lead them through the process."

Mike's training style was excellent with lots of different activities."

Course Participant

NORCAS



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