

# Leading Change

## Target Audience:

People who are involved in creating change, leading change or part of teams that are implementing changes in their processes and ways of working.

## Overview:

This day covers both personal and organisational aspects of change management. Participants will explore how they personally react to change and reflect on their own personality preferences when working with change using the Insights profiles.

They will understand the change curve and the roles people prefer to play during the different phases of a change process. This will be linked to their role as managers in dealing with blockers, resistance and cynics. We then move onto the John Kotter change model and apply this to specific organisational changes that participants are currently involved with. Participants will go ahead with a clear action plan on their role in managing changes and how they can make progress on current change initiatives

## Objectives

By the end of the workshop participants will be able to:

- Recognise personal preferences for managing change
- Identify the typical reactions of people when faced with change, understand the change curve and how they can influence these reactions
- Learn to deal with both cynics and enthusiasts during the change process
- Use the Kotter 8 stage change process on a live business issue
- Develop a plan to enhance their own change capability focusing on real issues

## Pre Course Work:

Insights Profiles  
Article on leading Change

**Participant Numbers:** max 12 with one tutors