



Change Management

**Manage change and transitions in a proactive and engaging way
2-day workshop**

“Great leaders understand that historical success tends to produce stable and inwardly focused organizations, and these outfits, in turn, reinforce a feeling of contentment with the status quo..”

John P. Kotter

Change Management Workshop

Today's business environment is changing continuously and at a faster rate. Either we talk about new initiatives, new projects or new technologies the way we work is changing all the time.

However, be it a small process change or a system-wide organizational change, people feel uneasy and intimidated, many times resisting to change. After all, the proverbial saying “the only persons who like change are babies” couldn't be more relevant.

So what do you do when you have to drive change in your organization? How do you go about it? Where do you start? How do you deal with different type of people? How do you deal yourself with going through change?

Course duration: 2 days

Target group: top and middle management, public sector, NGOs

Workshop objectives

- Acquire **concrete techniques** and develop **constructive behaviours** to manage change and transitions in a proactive and engaging way
- **Learn** about the role of **leadership** and leadership styles in relation to change, what is **change management** – drivers and barriers to change
- Learn **practical frameworks and tools** for structuring change initiatives, such as the **8-Step Change Management Process** and **Stakeholders Communication Strategy**

Workshop format

The 2-day workshop will have 4 working sessions each, containing:

- Interactive sessions of questions and answers
- Introduction to various change management concepts and frameworks
- Case studies (including video cases) from a selection of industries
- Interactive exercises based on change management frameworks
- Group presentations and debrief
- Key learning points (“how can I apply this in my organisation?”)

Workshop Agenda

1.1.1 Day 1

09:00 – 10:30

Session 1: Introductions and objective setting

- Welcome and introduction of the participants
 - **Method:** the Four Drawings visual introductions
- Overview of planning and exchange on objectives and expectations
 - **Method:** group discussions followed by presentations

[Coffee break]

11:00 – 12:30

Session 2: Change and leadership styles

- What changes are you facing with your teams?
 - **Exercise:** What should be the role of a leader during change? (do's & don't's)
- Leadership styles

[Lunch break]

13:30 – 15:00

Session 3: Managing change

- What is change management?
- Drivers and barriers to change
- **The 8-step process of successful change**
- **Set the stage**
 - Step 1: Create a sense of urgency
 - Step 2: Pull together the guiding team
 - **Exercise**

[Coffee break]

15:30 – 17:00

Session 4: Managing change (continued)

- **Decide what to do**
 - Step 3: Develop the change vision and strategy
- **Make it happen**
 - Step 4: Communicate for understanding and buy-in
 - **Exercise**

1.1.2 Day 2

09:00 – 10:30

Session 1: Managing change (continued)

- **Make it happen (cont.)**
 - Step 5: Empower others to act
 - Step 6: Produce short-term wins
 - **Exercise**

[Coffee break]

11:00 – 12:30

Session 2: Managing change (continued)

- **Make it happen (cont.)**
 - Step 7: Don't let up
 - Step 8: Make it stick - create a new culture
 - **Exercise**

[Lunch break]

13:30 – 15:00

Session 3: Managing transition

- Emotional stages in the change process
- **Exercise:** How should you manage transitions?
- Managing transition action plan

[Coffee break]

15:30 – 17:00

Session 4: Stakeholders Communication Strategy

- Stakeholder Analysis
 - Strategies for Managing Stakeholders
 - Communicate with impact
- Conclusions and next steps

Materials

The participants will be offered course materials consisting of the handbook of concepts and tools in a “do-it-yourself” format.

About Us

Six Paths Consulting is a strategy and innovation consulting firm that helps companies **grow profitably**. We collaborate with our clients to build innovation capabilities, devise growth strategies, create better products and services and reinvent business models. For more information, please visit <http://sixpathsconsulting.com>

The facilitator

Ioan Carpus is the Founder and Managing Partner of Six Paths Consulting. Ioan’s expertise is strategy and innovation, helping companies pursue organic growth by optimizing their portfolio strategy and by innovating with them to create profitable business models, appealing products and services and amazing customer experiences. The second pillar is organisation, enabling companies to innovate systematically to stay ahead of the game, by strengthening their innovation capabilities and by driving culture change. Recent clients include Heineken, AstraZeneca, Bridgestone, Goodrich, Money Supermarket, Eurocontrol and Materialise.

Prior to this, Ioan was Senior Fellow at Malaysia Blue Ocean Strategy Institute, an advisory body to the Malaysian government, where he worked with Prof. W. Chan Kim, the author of Blue Ocean Strategy.

Ioan has an MBA from INSEAD (France / Singapore) and an LLB from the Al. I. Cuza University. He is a Blue Ocean Strategy certified practitioner by the INSEAD Blue Ocean Strategy Institute.