



MANAGING CHANGE



Learn how to address the challenges of change for yourself and your team

Duration: 1 day

Groups: up to 12 participants

Overview

This program takes the basic tenets of change management and explores how to apply these in practical situations. Participants are equipped with a range of tools and techniques that they can take back to the workplace and use in their own change situations.

Who Should Attend

This program is particularly suitable for middle to executive level managers.

Learning Objectives

By the end of this program, participants will be able to:

- Understand individual reactions to change
- Identify approaches to overcome challenge and resistance
- Understand what needs to be accomplished and communicated during each stage of change
- Develop an influencing strategy for stakeholders
- Learn how to engage political support.

What Attendees Can Expect

Participants are introduced to several widely-used change models and the latest research findings on organizational transitions. They then use these to analyze and make recommendations about a number of case studies, as well as their own work-based situations.

Program Outline

- Understanding the change cycle
- Identifying the key stakeholders and influencers
- Working with resistance and inspiring others to change
- Monitoring progress and making it last

Workshop Options

This program is available in two versions:

- GOLD - standard learning materials
- PLATINUM - limited tailoring of components to match the client's own business context and processes.

This program is typically tailored for each client and delivered on an in-house basis. This maximizes the program's relevance for the delegates and ensures the best possible return on investment.

Accreditation



This program is accredited by the Certification Service for Continuous Professional Development and carries the CPD kite mark. Tailoring of the program may require the resubmission of materials to the certification service.



Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This includes:

- Designing and facilitating leadership development workshops for a range of private and public organizations
- Teaching university post-graduate courses on managing change and organizational development
- Working with departments undergoing organizational change, enlisting employee input in developing their new structure and roles
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team
- Working with new teams to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

About Pilat

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees' performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- Passion - "We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams."
- Ethics - "Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!"
- Excellence - "Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less."
- Best-fit - "We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can't, we will point you toward others who can."

Additional information can be found at www.pilat.com.

To schedule an exploratory discussion with a member of our team, e-mail info@pilat.com or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.

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