

As a leader you will want to make a significant difference. Organisations stagnate if they do not change in response to changing marketplaces, new technologies, and changing customer and workforce expectations. Leaders must be flexible, agile, and adaptable in the face of change, manage others through it, and be champions of change themselves. Change management involves both skill and behaviours. As part of the pre-course work participants are asked to complete a psychometric questionnaire that will provide them with information about their preferences around: change, risk, perfection and time management. This workshop focuses on the challenges of leading in a changing world, exploring:

- The dynamics of change and reasons for resistance
- How to help your team succeed in the face of change
- Strategies for influencing others to support new initiatives
- How to be an initiator of change, rather than a reactor
- How to engage a team's energy, motivation, and creativity

## Who Will Benefit?

This programme has been designed for business / functional heads responsible for creating change and aligning the performance of others in times of change.

## Course Outline

- The organisational impact of change
- An overview of structural, behavioural and cultural change
- Stakeholder Analysis
- Understand your psychometric questionnaire results
- Understand the advantages and challenges of these results
- Personally understanding and adapting to change
- Developing the business case for change
- Creating a vision for change
- Gaining commitment to change from others
- How to overcome team morale and productivity problems
- Managing those who are negative or resistant to change
- Managing teams through change
- Finding new solutions to old problems
- Anticipating and avoiding the land mines of leading change
- Applying leadership and influencing skills to change
- Developing and communication change proposals
- Action Planning

## Duration

1 Day

01623 627264

[www.xceedtraining.co.uk](http://www.xceedtraining.co.uk)