

Leading through Change Programme



Leading through Change – Programme Overview

<p>Purpose</p>	<ul style="list-style-type: none"> • Understand the multi-faceted nature of organisational change • Explore the nature of change at an individual and an organisational level plus the main causes of resistance • Identify how to lead through change whilst sustaining organisational performance • Establish how to build a culture that embraces ongoing change without detracting from the organisational purpose • Review how as leaders we can embed a culture of flexibility and responsiveness to change
<p>Methodology & Content</p>	<p>Organisational Context & Course Content</p>
<p>Methodology: A modular approach that examines the key aspects of leading through Change. Experiential and interactive using a blend of learning methods appropriate to the context. These might include individual and group work, exercises, dialogue, presentations and coaching. The methods and materials used are designed to deepen participants' understanding of transformational change and how people can be challenged, supported and motivated through a transition.</p> <p>Participants have the option to be encouraged, challenged and supported through personal coaching between modules, to deepen the learning back into the workplace.</p> <p>Content:</p> <ul style="list-style-type: none"> • Wilber '4 Quadrants' of organisational change • The Leader's Journey – an illustration of the leader's inner and outer journey to achieving sustainable change • Understand what causes people to either resist or embrace change using: <ul style="list-style-type: none"> ○ Kubler Ross change curve ○ Current neuro-scientific research on effect of change on the nervous system • Explore strategies for leading change and develop change management plan 	<p>Organisational Context: Our approach is to initially understand the organisational context in which participants are operating. This ensures the programme is aligned with and supports strategy, is relevant to cultural needs and directly creates value.</p> <p>Rather than a generic programme, this approach uses an action-learning framework to interweave established diagnostic and change management methodology with leading edge research on neuroscience using Keegan's immunity to change model.</p> <p>Course content:</p> <ul style="list-style-type: none"> • Diagnostic review of organisational and individual situations <p>Typically four 3 hour modules, that includes;</p> <ul style="list-style-type: none"> • Introduction to Wilber '4 Quadrants' • Introduction to the Leader's Journey • Leading organisations through change • Leading individuals through change • Developing a change management plan • Optional 4 x 1hr coaching sessions to focus on the implementation of change
<p>Evaluation Criteria</p>	<p>Participants will have:</p> <ul style="list-style-type: none"> • Explored established and emerging models of personal and organisational change • Reviewed their organisation's situation with regard to change readiness • Deepened their understanding of how individuals can become disengaged in organisations as well as developing an immunity to change initiatives • Created a personal leadership change management plan