

Effective Leadership in a Changing Environment

Workshop Two: Building the Scaffolding for Change Readiness

Adapt and thrive in
a changing environment



“We engage people with
the adaptive work that
they need to do.”

OVERVIEW

This workshop builds on the first – Laying the Foundations of Change in Your Organisation – deepening the insight and providing greater skills and practical approaches to dealing with new scenarios.

We will explore practical models for change management including those based on contemporary change management theory from Kotter and Cacioppe and outline the essential steps to follow for effective change.

“In times of profound change, the learners inherit the earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists.”
–Eric Hoffer

WORKSHOP

Two half-days or one full day

TOPICS

- Creating change teams – getting the right team on board to drive and implement change. Considering de Bono’s ‘Six Thinking Hats’ and team member roles
- The importance of communication – developing a communication strategy/plan. Engaging stakeholders in the change process
- Developing resilience – for managers and employees. Understanding what you can influence and control and what you cannot
- How to feel empowered through change
- Managing processes and people through change – ‘pummel to pamper!’
- Essential elements for successful change management
- Manager actions for change success
- ‘Problem’ clinic – to respond to participant needs

OUTCOMES

Participants will:

- Have a practical model that they can apply and use to guide their change management processes
- Feel more confident in managing themselves and their teams through change – by drawing on appropriate people to form change teams and applying suitable approaches to change circumstances
- Develop a personal or team action plan