

# LEADING CHANGE PROGRAMME

Two Days

*I can't change the direction of the wind.  
But I can adjust my sails.*



## Overview

The Leading Change Programme is designed to develop the skills and knowledge of leaders or future leaders, allowing them to effectively support employees during times of change. Change Factory's Leading Change Programme is structured around four key themes:

1. **Change Knowledge** addresses core elements of change, and asks you to reflect on your experiences and bring these to the table for discussion. Participants are introduced to the Bridges Transition Model as well as core change leader capabilities.
2. **Managing Self** looks at what happens to each of us as individuals during change and asks you to consider what you can do to assist yourself and others. Participants learn about the concept of being a change-ready individual.
3. **Leading Others** reviews four key elements of your change leadership: how to manage and deal with stress, conflict, resistance and resilience.
4. **Application** provides an opportunity for you to practise the change chat within a learning environment and seek some feedback.

## Topics Covered

1. How change affects you
2. Focus on what you can change
3. Change and transition
4. Psychological impacts of change
5. Managing Resistance
6. Change Leader Capabilities
7. Action plan

## Target Audience

This programme is for:

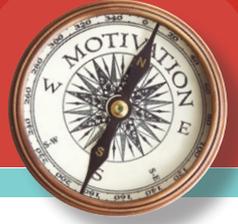
- Leaders undergoing change now or in the near future as a result of:
  - Organisation restructure
  - Change in strategy
  - Merger or takeover
  - Systems implementation
  - Business process re-engineering
- Leaders who want to understand the needs and concerns of employees before implementing change initiatives

## Course Objectives

After completing this training course, you will be able to:

- Understand the effects of change on your team members
- Focus on team members' key concerns in the change process
- Implement strategies to assist team members through change
- Understand the change readiness levels for your team

# LEADING CHANGE PROGRAMME



## Change Factory Training Programmes

Change Factory offers public and in-house change management training programmes. To ensure you get the most out of your training, choose the most appropriate training course for your role in the change process. Please note that each training programme can be customised for organisations and individual circumstances.

Role	Training Course
<ul style="list-style-type: none"><li>• Change Leader</li><li>• HR Manager</li><li>• Supervisor</li><li>• Change Consultant</li><li>• Individual interested in learning more about change management</li></ul>	<ul style="list-style-type: none"><li>• Leading Change</li><li>• Building Organisational Change Intelligence</li></ul>
<ul style="list-style-type: none"><li>• Front line employee</li><li>• Supervisor</li><li>• Change Consultant</li><li>• Individual interested in learning more about change management</li></ul>	<ul style="list-style-type: none"><li>• Coping with Change</li><li>• Building Organisational Change Intelligence</li></ul>

Change Factory has a strong commitment to its clients both pre- and post-training. To ensure long term benefits of training programmes, Change Factory offers the following:

### 1. 30-minute Consulting session

Offered to all participants post-training, this is a session where you can discuss specific issues in confidence with a change management expert post-training.

### 2. Change Factory's Transformation Diagnostic

Offered to all participants after the training, this tool assesses your organisational change readiness.

### 3. Change Management Resources

Plenty of resources to support you through change are provided on the Change Factory website, including regular change management and leadership articles via our email newsletter, *Winds of Change*.

## Training Style

Our facilitators are engaging, experienced, quick on their feet and bring an element of fun to training. We believe in experiential learning and we use a variety of training styles and exercises including role plays, case studies, personal knowledge and anecdotes. We place a strong emphasis on practical implementation.

## Why Change Factory?

We have successfully delivered change training in sectors ranging from agriculture to hospitality, from retail sales to the oil industry, and from utilities to banking. We were finalists in the Australian Institute of Training and Development's 2011 National Training Excellence Awards for blended learning solutions.

With a diverse team that includes an accredited NBI practitioner, a workplace psychologist, instructional designers, facilitators, process mapping experts, an engineer, and strategy experts, we're sure to have the capabilities you need to deliver training that really works.

For more information on our change training programmes, contact us today.

[www.changefactory.com.au/changetraining](http://www.changefactory.com.au/changetraining)

## CONTACT US

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