

LEADING CHANGE

How do I lead the organisation through constant changes?

Leading change requires both engagement at an organisational level and enablement of individual adoption. Change Factory has change workshops and programmes for all levels of your organisation, which help create an environment for change and develop change leaders. Every person can contribute to leading change in your organisation. They will need to understand why change is important for them, how they can cope and what they can do.

Change Training

Change Factory can help you prepare your entire organisation – from your frontline carers who work with your residents and care recipients every day, to your leaders who steward the organisation through challenging times – with our change training. Whether you want to lead change effectively, or ensure that your change communications are heard loud and clear, we can help.

Our hands-on training is designed to change people's behaviour. We spend time to get to know you and your staff, to understand the challenges you face, as well as the opportunities. As a result, all of our training can be tailored to your organisation.

The following are our change training workshops and programmes. The details are over the page regarding who should attend and costs.

Leading Change

Communicating During Change

Influencing Change

Coping with Change

iLead

Working with your HR and Learning and Development Managers

For organisations with a HR or Learning and Development Manager, we can work with you to design and implement a performance management system or improve your current system.

Change Factory also runs train-the-trainer workshops to embed the knowledge for future staff training. This aids both organisational engagement and individual adoption of the change.

We use a rapid 90-day planning process, which allows your actions to be scheduled in manageable blocks of time. 90 days allows for focus and commitment, but with enough time to get the job done and for regular reviews to occur.

Benefits of training with Change Factory

- Change Factory designs training to maximise transfer of learning back into the workplace.
- We help you measure the value of performance management training in your organisation and how to determine the ROI.
- Training can be customised to suit your organisation

CHANGE TRAINING

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Change Training Workshops and Programmes

IF THIS IS YOU	THEN YOU NEED THIS TRAINING	COST
"I want this change to run as smoothly as possible"	Leading Change (2 days) Designed for leaders or managers, Leading Change will help you understand change and improve your change leadership skills - such as how to manage and deal with stress, conflict and resistance and build resilience - to help you support your team through change.	\$1250 per person or \$6000 for a group up to 15 people
"I want everyone to understand what we are doing, and why"	Communicating During Change (2 days) Designed for leaders or managers, Communicating During Change will help you communicate your change message effectively, using the right tactics, channels and people. You will learn insider tactics to effective communication.	\$1250 per person or \$6000 for a group up to 15 people
"I want everyone to understand how they can contribute to change"	Influencing Change (2 days) Designed for team leaders, Influencing Change will arm them with the skills and techniques to create change from the bottom up. Get your people who know the real world best driving change, too.	\$1250 per person or \$6000 for a group up to 15 people
"I want everyone to be on board with the changes that are coming"	Coping with Change (1 day) Designed for employees affected by the change, Coping with Change evaluates your staff's readiness for change, and provides stress management tools to help them transition successfully through change.	\$6000 for a minimum group of 8 up to 15 people
"I want everyone to rally behind this change. It will change the way we do things around here"	iLead (customised up to 5 days) Designed for organisation-wide transformation, iLead aligns each individual employee's personal goals to the vision and mission of the organisation, helps remove personal and organisational barriers to the change, and gives people tools to participate in the change and to own their role in the change. iLead is a life changing experience.	Cost depends on number of participants and level of customisation.

All costs are excluding GST

To discuss how we can help you train your team to lead change, contact us today.

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