

Leading & Dealing Change

Best Practices in Transformation Management Processes & Communication

Introduction

In any team, organization, and nation, change is an inevitable part of existence. The ability to lead change is essential, and it is necessary for leaders and managers to engage in a variety of tasks, from implementing strategies to making minor adjustments to work processes. Change happens every time a manager or leader takes a choice.

Work psychology, organizational development (OD), organizational culture, and leading change are the main topics of this Leading & Managing Change training course. The course offers guidance on best practices, current "best practice," and skill development in organizational transformation leadership. It is a unique Management & Leadership training program.

Anyone who needs to manage change in their workplace should take this Course N Carry training course.

- The Distinction between Leadership and Management of Change
- The Value of Communication in Times of Change
- Techniques and Resources for Successful Change Management
- Handling Resistance to Change in Employees
- Workplace Psychology

Objectives

After completing this training program on Leading & Dealing Change, participants will be qualified to:

- Recognize human psychology
- Describe the meaning of change and how it affects how people operate.
- Create a model of change management that works for them at work.
- Determine how individuals react to change and investigate the causes of resistance to change.
- Explain the culture of the company.

- Gain useful expertise in change leadership.
- Create and carry out a successful Organizational Development (OD) strategy based on increased output.

Training Methodology

The facilitator of this Leading & Dealing Change training course will use a range of tried-and-true adult learning teaching and facilitation approaches to provide participants with a comprehensive training on the topics included in the training course outline. This Course N Carry course emphasizes experiential learning and active participation. It entails developing theoretical understanding, raising awareness, and practicing a lot of skills in a group environment. The methodology of the training course consists of skill-development-oriented individual and group exercises. Presentations and case studies will emphasize the key components of instruction. This training program includes a range of group discussions and hands-on activities.

Organizational impacts

- Techniques that are useful and can enhance change management programs
- Recognize the role that workplace psychology plays in change management.
- Create a compelling transformation vision with all the stakeholders.
- Create best practices to increase the effectiveness of your organization.
- Utilize the principles of change leadership to make change projects effective.
- Create a Strategy Focused Organization (SFO) by Putting Change Into Practice

Personal Impact

- Discover the fundamental components of change leadership.
- Gain leadership and change management abilities that are applicable to every kind of company.
- Discover how to use useful techniques for change leadership.
- Recognize the five phases of change management psychology.
- Recognize the challenges associated with shifting company culture
- Change management will teach you how to create and implement an efficient performance management system.

Who should attend?

- Any managers and leaders that want to improve their change management skills
- Every Employee in Human Resources (HR)
- Those who are anticipated to hold managerial roles in the future that include change management

- Technical professionals such as engineers who are transitioning into jobs as business partners (BP) or organizational developers (OD)
- Occupational Safety and Health (OSH) and change management personnel training
- Individuals who have previously taken training in Change Management and want refresher training on the latest best practices in Change Leadership

Course Outline

Day 1

Human Psychology: An Understanding and Its Effect on Change Management

- Human psychology: what is it?
- Concept's Tip of the Iceberg
- Knowing Oneself
- Building Communication, Trust, and Self-Awareness
- How do attitudes develop?
- Workplace Motivation and the Factors That Motivate People
- The Main Forces Behind Change
- The Importance of Change Management
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Day 2

Methods for Organizational Transformation

- In terms of organizational change, where do you begin?
- Expected Response to Modification
- What are the common things that need to change?
- Establish the Organizational Change Scale
- Methods for Organizational Transformation
- Actions Needed to Put Change Into Practice
- Ways to Hold on to Change?
- How can Appreciative Inquiry affect Change Management?
- Organizational Congruence with the Shift
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Day 3

Leadership in Change and Change Management

- The distinction between change leadership and change management
- In Change Management, Leadership and Culture
- Impact of Emotional Intelligence and Change Management on Organizational Performance
- The Essential Elements of Leadership-Related Emotional Intelligence
- Difference between Emotional and Intelligence Quotients (EQ and IQ)
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Day 4

Development of Organizations (OD)

- Organizational development: what is it?
- An Introduction to the Balanced Scorecard, a Performance Management Tool
- A Definition of Strategy and Its Application to Action and Execution
- PESTEL and SWOT analysis
- Culture, leadership, and human factors are obstacles and success factors in the execution of strategies.
- Constructing an Organization with a Strategy Focus (SFO)
- Overview of Strategy Maps

Day 5

Creating a Framework and Scoring System for Performance Contracts

- Creating a Business Plan Methodology to Fulfill the Organization's Strategic Direction
- Creating and Putting into Effect Performance Contracts
- Relationship framework inside the organization between the CEO and functional managers
- Using Excel to create a Comprehensive Balanced Scorecard and Scoring System for your company
- Training Course Evaluation and Summary