



CHANGE MANAGEMENT INTRODUCTION

Introduction

The Change Management Principles course is a one day introduction to the individual and team change implications of organisational change. The course looks at models and tools that help the participants understand and influence the way change happens in their organisations. The course can lead to a nationally recognised award accredited by ILM following an assessment exercise.

We look at the tools and techniques that will be helpful day-to-day and identify areas where further development will help. In addition, we will explore the different levels of engagement and other skills that will be required to support change.

The course is a starting point for the professional development of all staff involved in change within an organisation.

Target Audience

This course is ideal for any staff involved in change in their organisation and wish to gain a recognised qualification, for example:

- Programme leaders and Managers
- Change team leaders and members
- Staff working in an area that will be subject to change
- Managers who want to understand more about change

Course Benefits

- Greater understanding of individual and team change
- Tools to help you understand and influence change
- Models to help you make organisational change more effective
- Develop a workplace action plan to manage change



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About Aspire Europe

Our roots are entrenched in Change Programme Management and Performance Management and we are committed to improving the efficiency and effectiveness of organisations through the transfer of our knowledge and experience to your people.

We constantly strive to offer refreshing, stimulating and interesting events facilitated by consultants with a wealth of experience and examples to enhance your learning experience.

We offer further accredited courses to continue your development.

Duration: One day workshop, total of 20 hours of study time for the assessment

Pre-Requisites: None

In-House Event: Price on application

For more details please contact us

0117 440 2560

Email: theacademyteam@aspireeurope.com

Web: www.aspireacademy.tv



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Course Outline

Module	Content
Pre-Course Work	The delegate is asked to read some short relevant articles and carry out some research on their organisation to prepare for the course.
Individual Change	This session covers: <ul style="list-style-type: none">• Individual preferences and Adaptor-Innovator model• The Kubler-Ross curve of individual response to change.• Management approaches to individual change.• Perspectives and world views.• Learning styles and their impact on change.• Where does resistance come from?• Learning from change.
The Change Team	This session covers: <ul style="list-style-type: none">• How teams change and develop• Typical team composition (Belbin) and how to build an effective team.• Why the change team builds resistance in the organisation.• Leadership in teams.• Trust in teams and team collaboration.• Team learning mechanisms.
Organisational Change	This session covers: <ul style="list-style-type: none">• The three-stage model for organisational change.• Organisational leadership for change.• How to use organisational metaphors for understanding their response to change.• Envisioning change.