



# CHANGE MANAGEMENT PRINCIPLES

## Introduction

The Change Management Principles course is a one day introduction to the individual and team change implications of organisation 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.

The course is a starting point for the professional development of all staff involved in change within an organisation. Aspire Europe offer further accredited courses to continue this development.

## 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

**Duration:** 1 day workshop, total of 20 hours of study time for the assessment.

**Pre-Requisites:** None.

**Public Event:** Public courses are based around the case study.

**In-House Event:** Can be tailored around a current or planned Project or Programme to provide practical guidance and help with planning or transition.



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## About Aspire Europe

We are a company with roots entrenched in change programme management and performance improvement and have been at the forefront of leadership for 10 years, providing the lead authors for the 2007 and 2011 Managing Successful Programmes and the P3M3 Maturity Model for 2008 and 2013.

Aspire Europe is an organisation dedicated to delivering change through programme management. We see the general topic of change as important for all staff to understand.

This course provides a general overview of change from the perspective of the individual and the team, set in the context of organisation change.

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.

**Public Event:** Price on application

**In-House Event:** Price on application

For more details please contact us

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## Course Outline

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