



# CHANGE MANAGEMENT INTRODUCTION - eLEARNING

## Introduction

The Change Management Principles course is an 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, 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

**Duration:** Approx. four hours

**Pre-Requisites:** None



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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.

**Price: £75 (exc. VAT) per person (full package) for 12 months access**

**C4CM Qualification: £150 per person (optional)**

**For more details please contact us**

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## Course Outline

Module	Content
<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>Team Change</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>