

## How do YOU plan to lead effective change in YOUR organisation?

### Why should people attend this workshop?

Managers have a very difficult job during periods of major change. A major change project can be directly impacting managers while - at the same time - they are required to deal with the **reactions of their teams** to the same change.

Even if that's not happening they are, however, very often leading **multiple organisational changes** with their teams. These managers need practical help with **leading change** effectively which includes assistance with managing their own reactions to change.

Based on the fifteen years of Changefirst research that is incorporated in the **PCI**<sup>®</sup> (People-Centred Implementation) **methodology** this workshop shows participants how to lead change more effectively and how to become **more resilient to change**.

### How long is the workshop?

The Leading Change workshop is a 1 day training programme.



### Who is this workshop for?

Managers in organisations who need to be **more effective at leading change** within their teams.

### By the end of the workshop participants will be able to:

- Assess **change risks** and **enablers**
- Build a **compelling case** for change
- Identify specific actions they can take to **improve their change sponsorship**
- Identify how they can be more **resilient**
- Assess their own **teams** for **change resilience**
- Identify and understand **change reactions** in their people
- Engage their people** in major change
- Build a **high level change plan** to address key change risks



“98.4% of respondents would recommend Changefirst’s workshop to their colleagues”

Source: Changefirst ongoing research with customers

## Workshop Content – Leading Change

Session	Content
Introduction	<ul style="list-style-type: none"><li>• Shared experiences of change</li></ul>
Leading Change Process	<ul style="list-style-type: none"><li>• Why people are key to change success</li><li>• Six critical success factors for effective change execution</li><li>• Personal risk assessment and action planning</li></ul>
Active Change Sponsorship	<ul style="list-style-type: none"><li>• Effective personal change sponsorship skills</li><li>• Creating an effective network of sponsors</li><li>• Engaging with informal leadership</li></ul>
Making the case for change	<ul style="list-style-type: none"><li>• Helping people understand “what, why and how?”</li><li>• Communicating change initiatives effectively</li></ul>
Resilience	<ul style="list-style-type: none"><li>• Seven characteristics of resilient people, profile examples and practice</li><li>• Action learning – individual work, peer review and coaching</li><li>• Developing resilience plans for teams</li></ul>
Engaging people in change	<ul style="list-style-type: none"><li>• Managing different reactions to change</li><li>• Building commitment and ownership for change</li></ul>
Action Planning	<ul style="list-style-type: none"><li>• Priorities and actions</li></ul>

### What do participants receive?

- 7 hours of practical, action learning
- Detailed workbook full of tactics and advice that can be used back in the workplace



**Rob Lourey,**  
Group HR Director,  
BOC Group

“ We have partnered with changefirst for over 5 years to build a global capacity to successfully implement major change inside BOC. changefirst’s processes, change tools and skills transfer methods have been adopted as our standard approach throughout the world. Their change skills and tremendous commitment to knowledge transfer has made a very real difference to BOC.”

### How do I book a **Leading Change Workshop** for my organisation?

If you would like more information about our change management solutions call us on +44 (0)1444 450777, enquiries@changefirst.com or log onto [www.changefirst.com](http://www.changefirst.com)

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