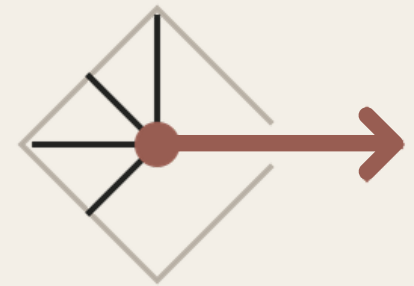


LEADING PEOPLE THROUGH TRANSFORMATION

Creating clarity, engagement and ownership during change.



CLARIFY / ENGAGE / ADOPT

THE CHALLENGE

Change does not become real through an announcement. People need to understand why it is happening, what it means for them and what they need to do differently. Managers turn organisational change into team-level understanding and adoption.

PROGRAMME OBJECTIVE

Equip managers to communicate change, recognise employee barriers, create clarity and support adoption within their teams.

WHO IT IS FOR

People managers responsible for leading employees through organisational change, including Line Managers, Team Leaders, Department Managers, Functional Managers and Heads of Department.

Participants should have direct responsibility for leading or managing people.

LEARNING APPROACH

35% THEORY

65% APPLICATION

Participants use an actual organisational change as the basis for application.

LEARNING OUTCOMES

- UNDERSTAND** Explain how an organisational change may affect different groups of employees.
- ANALYSE** Differentiate between a capability gap, lack of clarity and resistance.
- APPLY** Identify what employees need to understand and do differently.
- COMMUNICATE** Conduct a structured conversation about an organisational change.
- DEVELOP** Produce a practical team engagement and adoption plan.

PARTICIPANT OUTPUTS



Pre-programme Training Needs Analysis required.

PROGRAMME PRINCIPLE

People cannot participate in a transformation they do not understand.

REQUEST A TRAINING NEEDS ANALYSIS

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