

Leading and Managing Change

Workshop Aim

The purpose of the day is to help leaders and managers facilitate change positively. We will create an understanding of the necessity for change and its drivers, the impact of change at the team and individual level, the leadership and management practices that will deliver change and a deep understanding of how to communicate through the change process. We will explore the wide-ranging implications of change, along with the challenges and opportunities that change can bring.

By the end of the workshop, participants will:

- 🔄 Understand the individual and team implications for change
- 🔄 Have reflected on their own reactions to change, and understood the emotional journey the change process creates
- 🔄 Identify the difference between transactional, transitional and transformational change, and understand the personal and team implications for each
- 🔄 Be able to reflect on personal and collective levels of adaptability, tenacity, and resilience to create greater self-awareness
- 🔄 Understand the potential for change, the impact on performance and personal development to self-evaluate
- 🔄 Understand and mitigate the 'will/skill' issues that change creates
- 🔄 Recognised the need for change and make robust plans for change implementation and tracking
- 🔄 Recognise the need to influence stakeholders and gain buy-in for change initiatives
- 🔄 Know how to plan for change; prioritising activities/tasks, organising people and resources and tracking progress, implementation and refinement
- 🔄 Undertake and understand a personal 'Leading Change' self-assessment