

Change Management: Leadership

The programme is designed to give participants knowledge and skills in leading organisational change. Areas covered by this programme are:

- Forces of change
- Managing planned change
- Resistance to change
- Approaches to managing organisational change
- Implementing change on strategic level



COURSE DURATION: 2 DAYS



About the course

SETQAA Accreditation
Services SETA - Decision Number 2072
NQF Level: 5
Credits: 12

Target Audience

The target audience would typically consist of senior and middle managers, HR managers, organisational development practitioners, business owners or any person interested in the area of change management.

Training Methodology

The methodology is based on interactive learning ie: learners will learn by doing. As with all Quintica training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.

Course Outline

This 2 day course will cover the following modules:

Module 1: Introduction to change & transformation management:

- Understanding the concept of change & transformation management
- Process of change
- The behavioural approach to change management
- The cognitive approach to change management
- The psychodynamic approach to change management
- The humanistic approach to change management

Module 2: Working with resistance to change:

- Reasons for individual resistance to change
- Reasons for organisational resistance to change
- Overcoming resistance to change
- Stabilising the organisation to deal with constant change

Module 3: Understanding the various change management models:

- Lewin's model
- Action research
- Organisational development
- Neuro Associative Conditioning (NAC)
- Post-modern Organisational Change Model

Module 4: Types of Organisational Change:

- Developmental change
- Transitional change
- Transformational change

Module 5: Taking leadership in change initiatives:

- The process of leadership in change management
- The process of managing change
- Stakeholder analysis
- The role of organisational infrastructure in change initiatives

Module 6: Application Options:

- Re-engineering
- Restructuring
- Cultural change
- IT based process change

Bookings and Enquiries

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