

Change Management: Understanding

The programme is designed to give participants knowledge and skills in the field of change management. Areas covered by this programme are:

- The concept of change management
- Forces of change
- Managing planned changes
- Conditioning the operational environment to accept continuous change
- Resistance to change



COURSE DURATION: 1 DAY



About the course

SETQAA Accreditation
Services SETA - Decision Number 2072
NQF Level: 5
Credits: n/a

Target Audience

The target audience would typically consist of senior, middle and junior managers, OD & HR specialists, transformational specialists 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 1 day course will cover the following modules:

Module 1: Understanding the concept of change management:

- No clear-cut recipe for transformation
- Linking the concepts of change and transformation.
- Transactional vs Transformational Management
- Conscious vs Subconscious transformation
- The link between vision & strategy and change transformation

Module 2: Working with resistance to change:

- The influence of organisational culture in change management
- Understanding the drivers of change
- The evolution of change
- External influences on organisational change
- Organisational responses to forces of change
- Understanding developmental change
- Understanding transitional change
- Understanding transformational change

Module 3: Implementing change on operational level:

- Preparing for operational change
- The politics of change
- Best practices for operational change
- Adding momentum to the change process

Module 4: Working with organisation specific problems:

- Analysing the organisational specific problems
- Using own organisation as a case study to implement change initiatives
- Practical application

Bookings and Enquiries

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