



Seminar Objectives

- To understand the pressures for change in the modern commercial environment
- To examine a range of methods for promoting organizational change
- To identify the circumstances appropriate for each change method
- To analyse the corporate situation and to select the optimum change strategy for it

How you will benefit

- Understand the “barriers” to the change process
- Greater productivity during change
- Be ready to approach different people and situations during change, in a more effective manner
- Enhancing self-motivated work teams before, during and after change and dealing more efficiently with difficult behavior that can become more apparent during times of change
- Learning how to identify and positively address the "how", "what" and "why" issues of change
- Understanding where each person fits into the personal "change process"

Seminar Contents

- Understanding the Need for Change: the challenges, the difference between complacency and change, the choice between following and leading, how to carve the future relevance to the corporate whole and the individuals
- Culture Change: how organisations and people perceive change, hidden agendas, the speed of change, the need for vision and leadership, stakeholder engagement
- Restructuring: “form fits function”, the role of ICT, compliance, restructuring tactics, building efficiency and differentiation, the promotion of team working
- Organisational Development: dealing with people, managing drives and motives, organisational dynamics, managing conflicts, people empowerment
- Modern Models: changes in the market, buyers’ behaviour, service and product delivery strategies, business objectives
- Continuous Performance Improvement (Kaizen): the strategy for change, reengineering versus Kaizen, involvement of interested parties, setting objectives, tools and techniques – quality programmes, implementation of management systems
- Action Planning: gaining the commitment and co-operation of those who are affected, the mechanisms available to capture the hearts and minds of people and taking the first steps in developing an action plan to implement your new strategy
- The Results you can expect