

Rightrack ... a little bit of magic

Change Management
a 1 day programme



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Introduction

This absorbing 1-day change management programme has a very practical focus and delegates are quickly led to experience change through a fast paced business scenario. The programme includes elements of essential theory to develop understanding but has a strong emphasis on experiential learning.

The module focuses strongly on change and in the current climate allowing participants to share their experiences of, and concerns about, change. This leads to exploring a systematic approach to planning for change that anticipates reactions and resistance and provides approaches to dealing with these in the widest variety of circumstances.

Once the experiential element is completed a review session draws out the learning and ensures that delegates return to work equipped to start applying their new knowledge and skills.

Main Features

- Understanding the need for organisations to evolve and change
- Knowing the sources of the drivers of change
- Appreciating how individual's react to change
- Understanding the Kurt Lewin model for managing change
- Knowing the potential impact of change on people
- Overcoming the classic obstacles and pitfalls during change
- Understanding the human aspects of change
- Supporting and managing the change process

Key Benefits

- Smoother implementation of business changes
- Less resistance to change as changes are approached in the best possible way
- Better performance from the individual and their team
- Improved efficiency and effectiveness
- Increased productivity; or reduced loss of productivity
- Stronger, more productive relationships between managers and their team
- Immediate business impact



Further Detail

- What changes are we currently experiencing and what are the drivers for those changes?
- What are our responsibilities as managers for implementing change?
- Models for understanding and managing change
- How do we as individuals react to change?
- Understanding how other people respond to change
- Introducing the emotional change curve
- Planning to allocate roles and responsibilities within the change process
- Getting to critical mass
- How to deal with resistors to any change process and manage their concerns
- Dealing with different behaviours and how to respond to each one
- Managing the impact of change in a business (Tanishka business scenario)
- Developing and sharing personal action plans



Programme Options

This is an in-company programme with the following options:

Available Packages:	<p>Ready-to-Go - An 'off-the-shelf' training programme delivered by one of our training specialists at a location of your choice</p> <p>Customised - We tailor our ready-to-go programme to meet your needs, including your case studies, your examples and your company specific information. Company branded programmes also available</p> <p>Bespoke - We research, design and deliver the programme specifically for your needs</p> <p>ILM - We can design this to be eligible as an Institute of Leadership & Management Development Programme, which can provide external recognition for your programme</p>
Duration:	1 day
Materials:	Folder, workbook, handouts, pen and certificate of attendance
Support:	<p>Research - Pre-programme research visit or telephone discussion</p> <p>Administration - Printing and packaging of delegate materials and liaison with your chosen venue for programme arrangements. Additional administration options available</p> <p>Evaluation - Post-programme evaluation and a consultant's report providing feedback on the programme</p> <p>Rightrack Membership - Lifetime on-line post-programme support via our dedicated delegate website and access to the training consultant who will answer any questions relating to the programme</p>
Dates & Location:	To suit you
Delegates:	Up to 12 people
Style:	Rightrack programmes are energetic, exciting and highly participative, which create an impact and motivate participants to learn and embrace change
Learning Methods:	We utilise a blend of learning methods: practice sessions, group workshops, scenario-driven learning, assignments, self managed learning, shared group learning, accelerated learning and structured group learning

