



CHANGE MANAGEMENT

Date & Venue: 21st November 2017 Falettis Hotel Lahore | 22nd November 2017 Movenpick Hotel Karachi
Date: 9:00 am – 5:30 pm, Workshop Investment PKR 28,500/- exclusive of GST

Course Overview:

Change is never easy, but it is essential for businesses to thrive and survive. As a leader or manager you can help implement new business processes and initiatives using organizational change management. In this course, you will learn the principles and techniques necessary to drive change in projects, in business areas or throughout an entire organization.

You will learn how to prepare for, manage, and support the change process, understanding the phases involved and the competencies required for success. You will also come to understand the changes required at a personal level. IN addition, the course covers techniques that will increase the likelihood of your change succeeding, such as anticipating resistance, creating a compelling vision, and using emotional intelligence to build staff consensus.

Course Facilitator
Christopher Edwin Whittle



Course Contents:

1. Introduction
2. Understanding change
 - Change management overview
 - Personal change management
 - Change management in projects
 - Organizational change management
 - How growth drives change
 - Discovering the emotions of change
 - Understanding resistance
 - The 5-phase model of change
3. Identifying the need for change
 - Evaluating the context
 - Building the team
 - Deciding who to involve
 - Building the lead team
4. Designing change
 - Change formulation and refinement
 - Creating a change plan
 - Evaluating solutions
 - Surfacing concerns
 - Pilot testing solutions
 - Delivering early change examples
 - Designing roll-out plan
5. Announcing the initiative
 - Creating a compelling vision
 - Announcing the change
 - Facilitating the process
6. Implementing and maintaining change
 - Change implementation and support
 - Making change stick
 - Implementing change from above
 - Delivering bad news
 - Reinforcing and adjusting change
7. Overcoming the resistance
 - Identifying the Sources of Resistance
 - Ground rules for talking with resistors
8. Closing and questions

Course Benefits:

After completing this course you should be able to:

- describe a significant change that has arisen in your organisation and explain what is driving that change
- understand the nature and implications of different types of change
- apply a number of approaches to identify potential barriers to the change you are managing
- critically evaluate change programmes to identify effective and less effective management approaches in a given context
- identify strategies that can help make you a more effective change manager in future.

Course Outcome:

- Understanding of change management and the reasons why it's important.
- Identification of specific areas of conflict and resistance.
- Ability to use learnt techniques and methods to overcome negativity.
- Distinguish between the different stages and phases of transition so you can help your team members and others move forward.
- Development of your own change management process action plan that you can immediately apply to your own workplace.

Training Methodology:

The benefits of studying in a classroom setting include being able to share first-hand experiences, ideas and questions with peers and our expert facilitator. You'll study alongside like-minded people and strengthen your network. You will be exposed to practical examples and exercises to ensure that the content has been mastered.

Who Should attend?

This course is designed for Supervisors, Managers, Team Leaders, C Level Executives, Program Managers, Project Managers, business change agents, senior Business Analysts, development and Planning Managers, Department Heads, HR Managers, Organizational Development Practitioners, and individuals aspiring to become change leaders anyone responsible for managing or executing significant change in their organization



Course Facilitator

Christopher Edwin Whittle

Accomplished executive with a proven ability to develop and implement restructuring strategies that support business and financial objectives.

Have led key strategic initiatives aimed at organisational change redesigning business units, ensuring effecting business planning and budgeting, applying good governance and accountability and establishing new business ventures. Recognized as an expert in people management and bringing about operational efficiencies to improve profitability.

Respected leader, able to build highly motivated management teams focused on achieving revenue goals.

Earned an MBA in Finance and Change Management and a MA in Political Science.

Clientele



Previous Workshops



ENTERPRISE RISK MANAGEMENT WORKSHOP BY QUICKBIZ
ON 20 and 21 May 2014 Royal Palm Lahore



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Cancellation/Substitution Policy:
Substitutions are welcome. Cancellation must be confirmed by email. For cancellation made in the
05 working days to the workshop, no refunds will be given. Absence case will be fully charged.