

## Working with Change



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Each route has been specifically chosen to ensure that the diverse and wide needs of customers are met. Experience shows us that clients require outstanding academic programs, professional recognition and also bespoke customised solutions. All our solutions are focused on the knowledge and skills needed to perform in the real-world.

The challenges facing individuals and corporations are continually changing and we endeavour to focus on general management skills, business skills, and project management personal effectiveness with a focus on leading to Certification.

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## Working with Change

### Module Overview

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Change is inevitable. It is a recognised fact that in recent years it is the rate of change which has accelerated and necessitated a far greater understanding of change processes within organisations.

Change often results in some form of alteration of working practices and procedures and it is this area which causes most discomfort. The ability to adopt and adapt to change is a skill required by all modern organisations and their people. It is often the management of the change which causes the greatest discomfort and communication lies at the core of all change programmes.

Delegates to this module will understand the need for change, the necessity of structured and well communicated change programs and the pitfalls to be avoided. During the module examples of major and minor change programmes from a variety of organisations will be illustrated and the delegates will be able to use these for critical analysis in group workshops.

### Duration

This is a one day course.

### Module Content

- The Need for Change
- Change Processes
- Change and Organisational Development
- Designing Change Programmes to Match Organisational Goals
- The Need to Analyse Changes and Their Outcomes
- The Need for Communication and Conflict Avoidance
- Using the Organisations Mission, Vision and Goals to Direct Change
- The Role of Teams in Change Programmes
- Integration of Change into the Organisation

This course is subject to change/updates

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