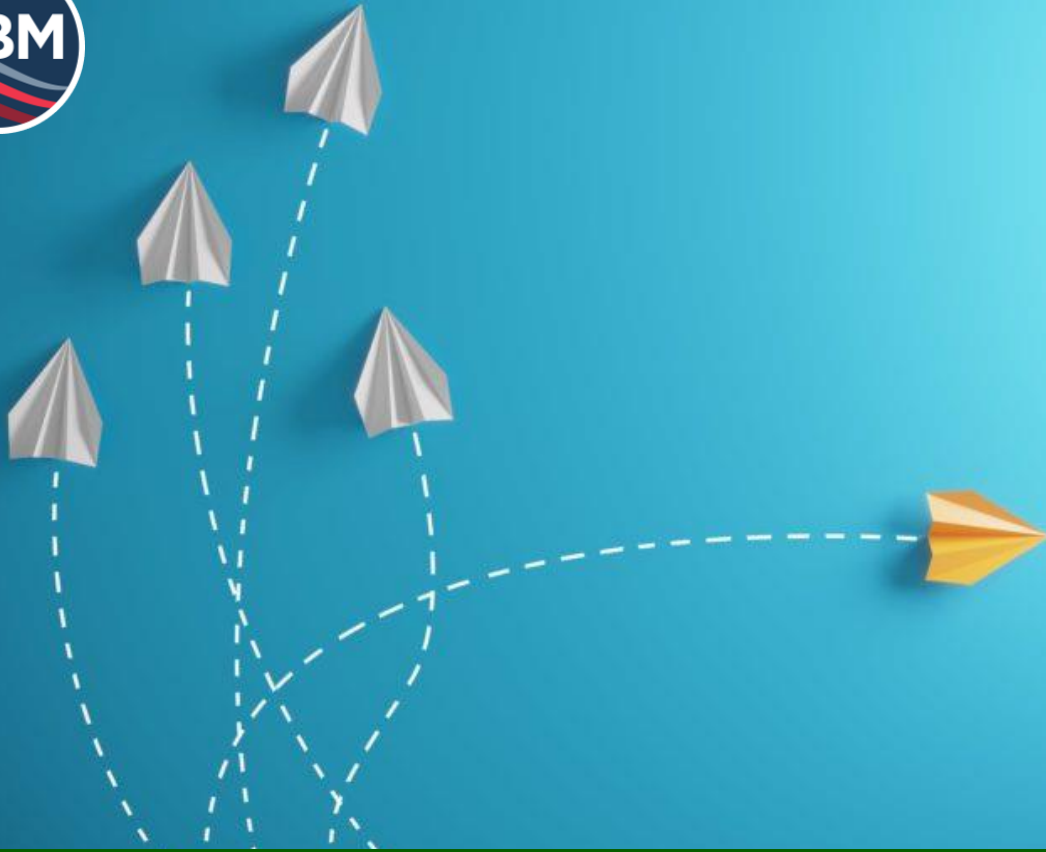




Specialised



Organisational Change Management



1 Day Course



Classroom or Virtual Blended Training



About the Course

 **Classroom:** R 4, 650 Excl. VAT | **Virtual Training:** R 3, 950 Excl. VAT

Globalisation, digitisation and a fast-moving business environment have made change inevitable. To remain competitive and retain your most valuable clients, it is vital that your organisation is geared towards embracing and managing change.



[View Public Dates](#)



1 Day



Accessible from any Location on any Device



Certificate of Attendance

Change within any organisation is unavoidable, necessary and occurs regularly, so businesses require individuals who are capable of effectively handling change processes. To successfully manage change requires an understanding of what is needed to achieve business transformation, risk evaluation and how to align new changes within an organisations best-practice framework.

This 1 day **Organisational Change Management** course will teach you how to set up change programmes effectively, while taking into account the various types of resistance that you will encounter.

You will learn best practice strategies and techniques that will maximise your chances of success and will enable you to lead change in your organisation through productive influence.

What you will learn

- Creating a case for change and identifying a strategy to communicate it to the various business stakeholders, ensuring your leadership team is on-board
- Understanding the impact of organisational change on your most valuable asset – your people
- Identifying ways that you can positively lead and motivate people through cultural or organisational change
- Detailing the importance of creating a resistance management plan for a strategic change initiative
- Developing an implementation plan for a change initiative
- Introducing proven techniques for dealing with resistance to change at various levels within an organisation
- Exploring best practices in managing successful change and how to lead a team through change
- Identifying ways that you can help teams members cope with change

Change is one of the only constants in life, so make sure that you and your organisation is ready!

Who should attend

Managers, Supervisors, Team Leaders, Change Managers, Project Managers, General Managers, Human Resource Managers, Operations Managers, Transformation Managers, Executives, Business Owners, Change Managers, Regional Managers

Course Programme Agenda

An Introduction to Change Management and its Importance to your Business

- Understand the modern world of work and why change is vital for your business' success
- Define the concept of Change Management
- Identify the different types of change and the impact they can have on your business
- Discover internal and external factors that will either enable or hinder the change initiative
- Explore the benefits and risks associated with change

Creating a Climate for Change

- Identify change champions and define their role within the change management process
- Determine who your key stakeholders are and define effective stakeholder management strategies
- Explore the use of social network structures to organise for execution and innovation
- Explain systems theory in organisational development and apply systems thinking to an organisation
- The psychology of change – why do we fear it?

Developing a Strategic Change Management Plan

- Understand change management models and methodologies used to assist in driving successful change
- Determine how your organisation should change to align its strategy and structure
- Identifying the key elements of an effective change strategy statement
- Explore the use of metrics to motivate for change, and measure success
- Create implementation plans, objectives and costs analysis for an organisation

Successfully Implementing a Plan for Change

- Identifying the different levels of intervention in change management and why they are effective
- Understanding the stages of change and the strategies and techniques that can be used to manage each stage
- How to implement change while maintaining productivity and high morale
- Communicating change successfully – how to be more sensitive to team members' emotional aspect of change

Addressing Resistance and Removing Barriers to Change

- Identify the different types of reactions and resistance that occur in a changing organisation
- Understand the different approaches to minimising an organisations resistance to change
- How to manage denial, anger and bargaining among team members
- Recommend ideas to manage resistance to change
- Identifying and assessing risk enabling you to create specific change plans to overcome these challenges

Monitoring and Evaluating the Outcomes of a Change Management Initiative

- Explain the importance of measuring the effectiveness of change management
- Identify key metrics that can be used to measure the effectiveness of your change management strategy
- Interpret Gap analysis to assess your organisation's present state, future state and actions
- Evaluate the different stages of your change management plan

Sustaining Change in an Ever-Changing Business Environment

- Understand the concept of sustainable change
- Use strategies as a leader of change to embed change in your team, department or organisation
- Celebrate success to drive sustainability
- Continuously reflect on lessons learnt to sustain change and inform future change initiatives



Short Course Training Formats

We offer 2 Short Course Training Formats, to fit in with your staff development and upskilling objectives.



Public Training

Public training is the ideal choice to develop a specific skill, and it gives employers the opportunity to pre-plan staff training in advance. Every month, we pre-schedule various short courses for the public.

*Classroom training (Johannesburg only) and Blended / Virtual Training (nationwide) is available.



Onsite / In-House Training

Have a group of delegates and want a tailored organisation-specific training solution? Onsite training is the perfect choice! We can customise your staff training to meet your organisation's needs on a date and at a venue that suits you.

*Classroom training (nationwide) and Blended / Virtual Training (nationwide) is available.

Blended training is available on these popular platforms:



Benefits of this Short Course



Staff Acquire Vital Skills



Increases Efficiency and Productivity



Motivates and Empowers Staff



Future-Proofs your Workforce's Abilities



Immediate Impact on Job Performance



Can lead towards a Competitive Advantage



Can Count towards your B-BBEE Score



Provides a Great Networking Opportunity

Features of this Course



Accessible from any Geographic Location



Expert Facilitators



Practical and Intensive Sessions



Researched to Meet Workplace Demands



Skills you can 'Plug-and-Play' into the Workplace



CBM On-Demand

Training when YOU need it!

No public training short course scheduled on a date when you need it most? No problem. With **CBM On-Demand** we can schedule any course you want, for as many delegates as you need, when YOU want to!

All you need to do to arrange your 'On-Demand' course is to get in touch with us on (011) 454 5505 or email cassidy@cbm-training.co.za. Let us know what your skills development requirements are and we will then arrange your On-Demand course, when YOU need it.



Interested? Here's the Next Step



SIGN UP NOW AND SECURE YOUR PLACE

1. [Click here](#) to register online.
2. Select the training methodology you prefer and the date you would like to attend.
3. Click "make a booking" and fill out the quick online registration form.
4. Choose your payment method to finalise the booking and pay via EFT or credit card.

OR

Click on the buttons below to get a cost estimate before booking.

Work out a Cost Estimate

Request a Quotation



HAVE ANY QUESTIONS?

Our professional customer support team is eager to assist and provide you with comprehensive advice and recommend effective skills training solutions.

[Click here](#) to start a live chat with an agent (*available during business hours only*).

Alternatively, call us on +27 (0)11 454 5505 or email info@cbm-training.co.za.

ACCREDITATION AND B-BBEE



CBM Training holds full institutional accreditation status with the Services SETA – accreditation number 0057.



CBM Training has a B-BBEE Level 2 certificate. We have been evaluated and audited by the BEE Verification Agency.

GET IN TOUCH

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