



# Managing Organizational Change

## Management & Leadership Series

### Course Content

- Responsibility for Managing Change
- Understanding Your People
  - The Change Matrix
- Dealing with Fear and Anger in the Change Process.
- Strategies for Managing Change
  - the 8 Steps
- Tips and Traps of Managing Change

### Feedback Loop

As well as extensive learning activities, participants complete a Learning Journal and a Skill Development Action Plan, maximizing the potential for learning to be applied on the job.

Together, the participant and their Manager sign-off the completion of the Learning Short-take™ and commit to implementing the Skill Development Action Plan.

### Learning Short-take™ Outline

*“The world doesn’t fear a new idea. What it fears is a new experience.”*

DH Lawrence

Managing the challenge of change is a powerful responsibility. It is not easy and it is often expensive. However, failing to recognise the need to change and not working to build commitment to the change is far more costly. Making the investment of time, energy and money will benefit everyone – the employee, management, and the organization. Advocates of change will enhance its implementation and installation. Employees will return your investment in them with increased productivity and personal growth.

This Learning Short-take™ will assist you to manage organizational change by identifying the reactions to change within your team, lead you through the steps to individual acceptance, and help you produce the results you desire. The Learning Short-take™ is designed for completion in approximately 90 minutes.

### Learning Objectives

- Identify your role in the change process.
- Learn how to identify and address the human face of change, and overcome emotional and intellectual challenges.
- Take action in overcoming performance barriers.
- Build confidence in getting your team through the change and beyond.
- Create a Skills Development Action Plan.