

# CHANGE MANAGEMENT: PLANNING AND LEADING TRANSFORMATIONAL CHANGE

LEADERSHIP AND MANAGEMENT PORTFOLIO



**CROWN AGENTS**  
ACCELERATING SELF-SUFFICIENCY & PROSPERITY

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# CHANGE MANAGEMENT: PLANNING AND LEADING TRANSFORMATIONAL CHANGE

## COURSE OUTLINE

In a volatile and uncertain world, organisations, governments and donors often demand change. However, many resulting programmes falter and struggle to deliver the change needed.

Leaders often face key challenges in determining priorities and engaging people, so any change is workable and sustainable. Those responsible for change therefore have to find and develop new ways of leading, thinking and behaving.

This training programme will assist you to develop skills for transformation, enabling you to manage yourself and lead your team and organisation through change. It explores some creative approaches to problem-solving and change management that are needed in an increasingly complex and uncertain world.

This programme is highly practical and interactive. It will use real-world scenarios and enable delegates to share experiences and practice the skills that will enable them to plan and lead change projects, resulting in improved relationships, higher performing teams and organisational cultures that are effective in supporting change.

**COURSE OBJECTIVES:** On completion, you will be able to:

- Evaluate the drivers of change that are relevant to your organisation
- Recognise the role and behaviours of a transformational leader and change agent
- Facilitate cultures and organisational structures that support change
- Design successful change programmes
- Analyse the expectations of stakeholders and develop an approach to governance and methodology that reflects your organisation's culture
- Engage people in creative problem solving, decision making and planning
- Develop business cases that anticipate the challenges and risks of delivering strategic change

## KEY TOPICS

- Drivers of change
- Transformational leadership
- Role and skills of a change agent
- Organisational culture and structure
- Stakeholder analysis
- Problem and objectives analysis
- Creativity, innovation and decision making
- Change readiness and risk analysis
- Change methodology
- Benefits identification and realisation
- Programme and project planning and methodology
- Business case development

This is week one of **The Strategic Change Management Toolkit**.

DURATION	FEE	DATE	VENUE
05 days	£2,650	04 - 08 November 2024	Dubai

## "ON DEMAND" COURSES



In addition to the scheduled dates shown, we are flexible to schedule additional dates to our calendar in a location of your choice. To ensure we can explore adding an additional date, do aim to contact us with your request with a minimum of 4 months' notice to allow the course to be advertised.

## WE REWARD LOYALTY

We offer all our clients a '4+1' loyalty scheme. For every four delegates enrolled from an organisation in any calendar year, we will provide you with one additional place, free of charge.

**"Excellent - relevant to the real work environment and flexible to address specific real-world challenges."**

RICHARD KAMHOTI, Trustee of Local Authorities Pension Fund, Zimbabwe.



## FEATURED TRAINER RALPH NAYLOR

A natural facilitator of skills development in leadership, change, innovation and project working, Ralph uses dynamic approaches and real-life situation training to enable delegates to commit to decisions and actions, both personal and organisational.

He has extensive experience working with many organisations in the public, private and third sectors.

Ralph has an MSc in Organisational Behaviour and is a member of The Learning and Performance Institute, Chartered Institute of Personnel Development and the Institute of Leadership and Management.