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Change Management



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To remain competitive in increasingly aggressive markets, organizations (and individuals in them) have to adopt a positive attitude to change. Although it's impossible to anticipate the when, what and where of change, it is something an organization can count on- and should plan for in advance. Accepting the necessity and inevitability of change enables the organizations to see times of transition not as threats but as opportunities- opportunities for reinventing the company and its culture.

Aims/Objectives:

- To help participant understand the various dimensions of change and the different approaches to change
- To provide participants with practical background and skills to develop and execute plans for adoption of new solutions, tools and organizational changes
- To prepare participants to plan for change and define long as well as short term objectives.
- To assist the participants in clarifying the role and relevance of effective change management in driving successful business initiatives

Workplace Outcomes:

- The participants will be able to outline a roadmap/checklist for change management activities throughout the lifecycle of a change effort
- The participants will have an understanding of practicing critical tools to support change management, including Vision Statements, Stakeholder Analysis, Threat/Opportunity analysis, Communication Plans and Force Field Analysis
- The participants will be able to initiate, anticipate and respond positively to change in order to become efficient and flexible manager.
- This program will enable the participants to manage the employees' attitudes and expectations about change more diligently and effectively.



Duration: 2 to 4 Days

Methodology:

The program will have interactive lecture sessions, power point presentation, role-plays, case studies and questionnaires.

Participants:

Assistant Managers, Deputy Managers, CXO's, Department Heads