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## **Succeeding with Change**

### **A one-day programme**

In the West, companies behave as if they are elephants, slow to change direction. We are bound by conditioned constraints. “We have always done it this way” or “We’ve tried that and it did not work” are limiting to an organisation’s progress, as is the chain around an elephant’s leg. Success ties you to the past, the very factors that produced today’s success often create tomorrow’s failure, so we need to constantly be aware of what others are doing and beat them to the new way of working. This one-day programme introduces the concept of designing a change management process and how best to implement your ideas.

### **Key elements in change management**

The key elements to a change management programme are firstly, having a clear definition of what you are aiming for and a vision of how you intend to get from today’s way of working to tomorrow’s way of working; also how rapid the change needs to be and what obstacles you have to overcome to get there. The main obstacle will usually be the people in the organisation, as people always feel threatened by change. The reason for this is that people fear that they may not be able to cope with new ways of working or that their jobs will disappear because of the change programme. The key to avoiding this obstacle is to plan at the outset the effects on people and their roles and to take them with you on the journey as full partners.

Another key to successfully implementing change is to build into the change as much empowerment for people as you can, thereby giving them an element of control during and after the change programme is completed. The reason for this strategy is not only to eliminate the fear of change but also to get the people who do the actual job to reveal exactly what goes on now, and why. As in most organisations, management only think they know what goes on at the coalface of the business and this is usually only what the workers have told them in the context of what they want them to hear. Change programmes can clarify this for both the old methods and the new methods.

### **The programme enables participants to:**

- Understand change and its misconceptions.
- Appreciate how to generate a new model of working
- Learn about the six contexts of change.
- Learn how to apply the factors of change.
- Understand how to create a plan of action.

### **Learning outcomes**

Understanding the importance of change management is the first step to being able to make a start at innovation. Each person will understand the benefits and be able to adapt the ideas so that they work for them. This improved change method will generate a more professional image for you and your team, and you will create many more new and exciting ideas.

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## **Programme Agenda**

### **Introduction**

Core propositions  
Is change difficult?  
Definitions  
Turning inertia into momentum

### **Change and misconceptions**

Speeding up change  
Planning and a new model  
Endorsements and growth  
Resistance strategies

### **Types of change**

Takeover change  
Succession change  
Renovation change  
Process and method change

### **Factors of change**

Purpose and initiative  
Leadership and capabilities  
Capabilities and structure  
Building on actions

### **Maps for action**

Facing and tackling issues  
Enhancing the change  
The time spectrum

### **Typical delegates are:**

All people who plan change to the business processes, and who are looking for ways to improve their effectiveness in supporting business innovation.