

ESSENTIALS IN CHANGE MANAGEMENT



PROGRAM OVERVIEW

PERSONA



Transformer

COMPETENCY



Pioneering
Change

SKILL



Managing
Change

This 1-2 day program equips participants with the skills to navigate their teams through uncertainty, foster alignment with organizational goals, and build resilience to ensure successful change implementation. Participants will explore strategies to manage resistance, effectively communicate change, and lead their teams toward shared objectives while maintaining trust and morale.

PROGRAM OBJECTIVE

By the end of this program, participants will:

- Understand the dynamics of team behavior during change and how to lead through uncertainty.
- Recognize and manage emotional responses to change within their teams, including navigating the change curve.
- Develop strategies to overcome resistance and build alignment with organizational goals.
- Enhance their ability to communicate the vision and objectives of change initiatives effectively.
- Foster a culture of psychological safety to support team engagement and collaboration during change.



PROGRAM OUTLINE

MODULE 1:

THE ROLE OF THE LEADER IN MANAGING CHANGE

- Explore the leader's role in guiding teams through change.
- Understand key leadership behaviors that inspire trust and resilience during change.
- Align team objectives with broader organizational change goals.

MODULE 2:

NAVIGATING THE CHANGE CURVE

- Learn the stages of the change curve and their impact on team dynamics.
- Identify strategies for addressing emotional responses to change within the team.
- Practice managing your own emotions to model stability and resilience.



MODULE 3:

MANAGING RESISTANCE TO CHANGE

- Recognize signs of resistance and its root causes in team settings.
- Techniques for turning resistance into commitment and engagement.
- Strategies for addressing conflicts that arise during the change process.

MODULE 4:

COMMUNICATING CHANGE WITH IMPACT

- Develop clear and consistent messaging to communicate the vision for change.
- Tools for tailoring communication to meet the needs of diverse team members.
- Practice delivering compelling and empathetic messages to inspire alignment and action.

MODULE 5:

BUILDING PSYCHOLOGICAL SAFETY DURING CHANGE

- Explore the importance of psychological safety in managing team transitions.
- Techniques for fostering trust and open communication during periods of uncertainty.
- Encourage collaboration and innovation by creating a safe space for team members to adapt and grow.

MODULE 6:

SUSTAINING MOMENTUM AND MEASURING SUCCESS

- Strategies for maintaining team focus and energy throughout the change process.
- Establish metrics to evaluate the success of change initiatives and team engagement.
- Develop a personal action plan to manage and sustain change effectively within your team.

Period

**1-2
Days**

Program designed for:

Team Supervisor, Section Head,
Line Manager