



Change Leadership

Two Days

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ABOUT THE COURSE

COURSE OVERVIEW:

Change is a constant in the business environment and might be proactive or reactive. It is a complex multi-stage process requiring a blend of hard and soft skills to get right. This intensive course will provide a wide range of tools, ideas, approaches, concepts and case studies to prepare participants to be effective leaders of change.

COURSE BENEFITS:

This course will provide participants with all of the tools and approaches they need to effectively solve problems, make decisions and think critically.

COURSE LENGTH:

Two days / 12 hours.

COURSE CONTENT:

Key content of this course is:

- The meaning of “change” and types of change
- Change and organisational culture
- The causes of change and the need for change
- Change management vs. change leadership
- A deep dive into Kotter’s eight steps (including the “sense of urgency”)
- Leadership styles in time of change
- Mapping and managing stakeholders in times of change
- Using forcefield analysis
- Decision making and considering impacts
- Communication and influencing in times of change
- Why change might fail
- Case study analysis on change in organisations
- Personal action planning

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WHO SHOULD ATTEND:

The course is aimed at anyone who is leading change or might be required to be involved in the process of change.

COURSE OUTCOMES:

Having attended this course, participants will:

- 1.** Understand the meaning of change, reasons for change, the links between change and organisational culture, what makes change successful and why change might fail.
- 2.** Know how change leadership compare and contrast, and what leadership styles might occur in times of change.
- 3.** Understand the steps to change and how to manage different stakeholders in times of change.
- 4.** Have developed the tools, approaches, knowledge, hard and soft skills, and mindset required to be an effective leader of change.
- 5.** Have analysed and evaluated real-life case studies of change in organisations.

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COURSE METHODOLOGY:

BD Communications' courses utilise a wide range of methodologies and task types to ensure participants are engaged in useful and memorable training. These include (in no particular order):

- Trainer input
- Elicitation
- Individual, pair, small group and whole group tasks
- Problem-solving tasks
- Models, examples, illustrations and anecdotes
- Roleplays and simulations
- Case studies (text and video)
- Video and audio tasks
- Presentations
- Controlled discussions
- Reflection
- Peer and trainer feedback
- Personal action planning



TIMETABLE

COURSE SCHEDULE:

The agenda of the course will be:

	Day 1	Day 2
AM 1	Introductions and group dynamics Evaluating the organisational context	Leadership styles in times of change
AM 2	All about change and its causes	Communication and influencing in times of change
PM 1	Change management vs. change leadership Steps to change	Why change might fail Change, decisions, impacts and crises
PM 2	Stakeholders in times of change Conducting a forcefield analysis	Case study analysis Golden rules and personal action planning

FEES AND CONTACT

COURSE FEES:

Please enquire for a full financial proposal.

CONTACT:

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