CHANGE MANAGEMENT MASTERCLASS

LED BY: **JEROME SINGH**

TUTORIAL PLAN: STRUCTURE & TIMETABLE

OBJECTIVE:

"Change before you have to", said Jack Welch the late, legendary CEO of General Electric. Change is inevitable. The constant advancement in technology, globalization and the ever increasing intensity of competition in the world of business, means that companies need to be always evolving and adapting. Those that are able to respond, survive and even thrive. This course is designed to provide guided support to individuals seeking to understand change and how to manage effective change within their organizations.

STRUCTURE:

There will be a series of **eight, 3-hour** sessions as follows:

SESSION	SESSION TOPIC	DATE - 2020	TIME (TT TIME)
Session 1	Course orientation, Introduction to Change; The Context and Complexity of Change (the External Environment: VUCA & PESTLE); Why Change Fails	August	5:30pm – 8:30pm
Session 2	Review individual behaviour and how people respond to change and how to help individuals through change		
Session 3	Examine Change models e.g. Why Use Change Models; Prescriptive Models for Change; ADKAR; Kotter's Eight-step Process		
Session 4	The minimum standards for change management: Building the case for change; Set out a compelling case for the proposed change and Clarifying the scope and scale of the change and the implications for the approach to be taken		

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Session 5	Stakeholder analysis and communications planning: the journey understood and dependencies mapped • Identify all individuals / groups that are affected by the change and in what way • Identify and prepare for the impact of change on groups and individuals		
Session 6	Conducting training needs analysis (new behaviours that need to be embedded), leadership alignment and change readiness of the dept./organisation		
Session 7	Culture and change: Examine the effect of organisational culture on workplace behaviour, explore whether culture can be managed and understand the challenges of changing culture		
Session 8	Making change stick: Organizational Resilience and Agility • Using HR Programs and Practices to Reinforce an Agile Culture • Hiring for Resilience		