

Effective Leadership in a Changing Environment

Workshop One: Laying the Foundations of Change in your Organisation

Adapt and thrive in
a changing environment



“We engage people with
the adaptive work that
they need to do.”

OVERVIEW

The only constant in life and business is change. It impacts on all organisational levels and stakeholders. With the increasing pace, scale and frequency of this change, all business leaders and managers need to be knowledgeable and skilled in managing it.

An organisation's drivers, planners and implementers of change need to understand its underlying principles and how to work effectively with others to facilitate transitions from 'what we currently know and do' to 'the new and desired state of thinking and doing'.

These two workshops focus on you as a leader. We will give you the insight and skills necessary to engage people with the adaptive work they need to do in today's fast-paced and changing environment.

WORKSHOP

Two half-days or one full day

TOPICS

- Understanding the context – general global and local pressures for change
- Impacts of the pressures for change on the organisation and its people
- Levels and scales of change
- Reflection and lessons from past changes in the organisation and outcomes, both favourable and unfavourable
- Understanding our own and others' responses and reactions to change
- The change journey and typical stages people go through – understanding that the change journey varies for each person
- Resistance to change – why there is natural resistance, the good and bad of resistance and strategies for managing it

OUTCOMES

Participants will:

- Be more cognisant of the global and local forces for change and the relevance for the organisation
- Be more understanding of impacts of change on an organisation and its people and how individuals vary in tolerance, resilience and ability to move through these to stages of engagement, productivity and efficiency
- Consider and develop strategies for managing resistance to change