



Basic

Planning and Managing Change

Two Day Training Course

Course Aims:

Delegates will develop knowledge of Organisational Development and its place in Change Management. Through a series of structured exercises the organisation will be examined from a number of positions and plans developed to facilitate the planning and implementation of corporate change.

Course Outline:

Understanding Change

- The right attitudes
- Why it is problematical
- Views of situations

Organisational Development

- What is it?
- Learning organisations
- Application to this course

Analysis of the Learning Climate

- Participation
- SWOT Analysis
- The conscious and the unconscious

Creating the Organisation's Vision

- Logical level alignment
- Defining your identity
- The Outer World
- Benchmarking
- Best practice

Personal Development

- Drawing forth personal vision
- Assessment and change of limiting beliefs
- Refining personal and corporate goals
- Stakeholder consultation

Systems Thinking

- The five WHYS
- SCORE
- Creating scenarios

Creative Planning

- Mind Mapping
- Intervention with drawings
- Teamwork and Communication
- Questioning
- Feedback
- Multiple perspectives
- Conflict solving
- Working with diversity
- The prisoner's dilemma
- Strategic planning

Target Audience

Managers wanting to plan and implement organisational change.

Assumed Knowledge/ Pre-requisites:

None

Tailored or Private Course Only

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