



## Who Should Attend?

This program is dedicated to corporate managers responsible for the implementation (or significant change) of business processes or those taking part in corporate merger processes; and HR internal consultants, supporting implementation of new processes or cultural change within their company.

## Course Scope

1. Before we start to change... emotions and reasons.
2. Your own model of change - score card model (possible positives and negatives of a change).
3. Stages of company's development - frequency of changes.
4. Change management as a process.
5. The source of change.
6. The symbol of change - developing a vision.
  - Definition, benefits and characteristics of a vision.
7. Change curve, engagement factors.
8. Predicted side effects of change.
  - Additional side changes forced by the process of change.
  - "Tunnel effect".
  - The "stabilising" nature of employees vs. risk of change.
9. Our dilemma - zone of emptiness, risk of change.
10. Managers in the change process.
  - Supervision.
  - Choice or necessity?
  - Features of a manager in the process of change.
11. Employees in the change process.
  - Reactions to change - fear and resistance, how to deal with them .
  - Fear - a taboo subject.
  - Employee in phases of change.
  - CUPS model.
12. Leadership in change management.
13. When the changes have already taken place.
14. After action review - lessons for next implementation of change.

## Prerequisites

This training is suitable for both experienced and intermediate managers at different levels. The participants should have general knowledge about managing teams. In order to get the most out of the program, group members should have roughly the same amount of managerial experience.

## Training Structure



One-day training divided into logical sessions.

## **Methodology**

Workshop, presentations, exercises and case studies - practical business examples.