

CHANGE MANAGEMENT Workshop Using ADKAR

ILT: 2 days, 16 hours
VCT: 4 days, 4 hours per day

AFTER THE WORKSHOP YOU WILL

- ❖ Know how to better get a lasting change in your organization
- ❖ Know how to apply a Managing change model. Our model is based on Best practices, PMI & Prosci based guidelines and workshop leaders own / hands-on experiences from transformation projects
- ❖ Understand the importance and a first know how to integrate Change Management into your change journey, to increase success probability
- ❖ How to better get a common view on the current situation, the vision, the goals and how to get there – achieve an actual and lasting transformation
- ❖ Have fundamental knowledge in Resistance Management & Coaching applied to Transformation programs & projects
- ❖ Have prepared an individual action plan

TRAINING METHODS

- ❖ We apply workshop methods based on “learning by doing”, combined with digital tools for an interactive virtual learning experience. This means optimizing your learning by combining the workshop leader’s input with your own experience and active participation.
- ❖ Methods that will be covered: The Change Curve, Equation for Change, Kotter’s Leading Change Model and ADKAR.
- ❖ *The Workshop can be combined with hands-on support, mentoring and even project management at your site with your particular transformation initiatives.*

Successful companies are continuously transforming themselves.

It is usually being said that the only thing that is constant is change and it keeps intensifying because of the disruptive speed of change will continue to increase, in this VUCA (Volatility, Uncertainty, Complexity, Ambiguity) world.

Changes are a big part of our daily lives at work; everything from a major transformation - to smaller - like a team member quitting. All changes affect and require sponsorship and from leaders and managers, and as leaders we need to handle many different situations during this process.

This workshop provides you with an overview on theories and concrete cases to be even better equipped for your next change journey.

SUBJECTS

The Workshop can for example cover:

- ❖ What is change? Why do you need to lead through change?
- ❖ 3 phases of the change process: prepare, lead and anchor the change
- ❖ Change management techniques for individuals, transformation projects and organizations
- ❖ Key factors for implementing successful change
- ❖ Ways to manage resistance
- ❖ The key elements of a Change Management strategy
- ❖ Communication
- ❖ My own role in the change process
- ❖ A coaching change leadership
- ❖ Different models of change management
- ❖ Mentoring and Coaching skills
- ❖ Case-studies integrated with the theory
- ❖ Personal action plan to work on after the workshop

TARGET GROUP

- ❖ Line Managers and Project Managers
- ❖ Change Champions / Change Agents
- ❖ Delivery Managers and Tech Leaders
- ❖ Directors
- ❖ Managers, Project Members and Team leaders needing tool and approaches for increase self-leadership and leading others through different change processes.

PREREQUISITES

It is recommended to have at least some experience from change and transformation activities.