



# The Fun(damentals) of Change Management

Fees: \$800

Lead Trainer: **Ron Leeman**

Dates:

24<sup>th</sup> August 2020 to 1<sup>st</sup> September 2020



## Overview

Change Management (CM) is a collective term for all approaches to prepare, support, and help individuals, teams, and organizations in making organizational changes and moving from current ways of working to new ways of working. CM is needed whenever the enterprise undertakes a program or event that interrupts day-to-day operation. Such an undertaking will impact the work content of individual jobs, the roles of individual employees and the organization itself.

CM includes methods that redirect or redefine the use of resources, business process, budget allocations, or other modes of operation that significantly change a company or organization. It considers the full organization and what needs to change or may be used solely to refer to how people and teams are affected by such organizational transition. It deals with many different disciplines, from behavioral and social sciences to information technology and business solutions.

## Learning Design

Broken into a Modular form the learning experience will be a mixture of discussions, Learning Material, Videos and Exercises. It is Designed on being delivered through Zoom, however group exercises will be done over WhatsApp/Skype Calls.

The course will have a focus on the practical side of the discipline with a reasonable focus on technical details and will include stories and anecdotes, practical insights and lessons learned. It will be relaxed, informal and conversational in nature.

## Course Content

- What is Change/What is Change Management
- The difference between Change Management and Project Management
- The Challenge of Change
- CM Models and Methodologies
- Ways of implementing Change
- People and Change, Change Behaviours, Change and the Brain, Managing Change Resistance
- The Head, Heart and Soul of Change
- Change Agents
- The Foundations of Change ... Sponsorship/Leadership, Stakeholder Management and Communication Engagement
- The Building Blocks of Change ... Process Change, Organisation Change, Change Impact Assessment, Training Management, Business Readiness and Adoption, Benefits Management, Continuous Improvement

## Who should attend

Team members, supervisors, project managers, functional and technical experts, consultants, senior executives, business leaders and sponsors from a wide variety of manufacturing, service and transactional business environments. Someone who anticipates needing CM/OCM skills and knowledge to be able to deal with change in his/her work. A student of Business, Operations, Computer Science or Industrial Engineering. Business English competency and well-developed communications skills are essential, with demonstrated analytical ability and interest in entrepreneurial approaches an advantage.





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Lead Trainer: **Ron Leeman**

## Trainer

Ron Leeman FAPM, FMS is a globally recognised change leader who has been in the “business of change” and transformation for over 40 years.

He has worked in excess of 20 industry sectors and “change managed” over 25 different technology solutions implementations across the length and breadth of the UK, across many European countries and Internationally.

Ron is also a prolific blogger, speaker, successful author of business frameworks, a coach & mentor and trusted advisor on all matters related to “change and transformation”.

In June 2012 Ron was bestowed with a “Change Leader of Tomorrow” Award by the World HRD Congress in recognition of my “remarkable progress in initiating changes enough for others in the same industry to follow my example”.



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