

CHANGE MANAGEMENT TRAINING – LEVEL 2

COURSE OBJECTIVES

Changing means departing to new destinations. It involves curiosity, but also fears. We must be prepared to enter new worlds and to see the people around us with new eyes. Change is no longer a choice. Schools wishing to be successful can no longer afford to view change as a periodic activity but change must be embedded in the culture of the schools. The most successful organisations understand the predictable impact of change on people and manage the process so that they can create the competitive advantage.

This powerful training creates individual awareness and action to face changes positively as an individual contributor to change. The training enables teachers to gain control over changes. It will lead them through the steps of effective change management and help them to produce the results they want.

AT THE END OF THIS TRAINING YOU WILL BE ABLE TO:

- Have a passion for change
- Deal with changes at personal and organisation level
- Understand the change process and the emotional stages of change
- Apply models of change to understand personal and team responses to change
- Identify personal response to change and skills to deal with change
- Be a torch holder in an ongoing or upcoming change
- Complete an action plan to respond personally to change in an effective way

COURSE MODULES

INTRODUCTION & WELCOME

- Program Objectives
- Personal Objectives
- Leading Change

UNDERSTANDING CHANGE

- Why Change?
- Visualizing the Impact of Change

STRATEGY OF IMPLEMENTATION

KNOWLEDGE AND SKILLS LEVELS

- The Organizational Levels
- Knowledge Skills: Ability Model
- Overcoming the Challenges

BUILDING ACCOUNTABILITY AND REINFORCING CHANGE

- What is accountability?
- Reinforcing change within the team

COACH TO ACCEPTANCE

- The role of coach
- Coaching methodologies

FOLLOWING UP AND REINFORCING

- Follow up with team
- Reinforce the reasons for change

Duration: 1 Day | SACE Points: 10