

DRIVING CHANGE – LEVEL 3

COURSE OBJECTIVES

The rate of change today is unprecedented, however, research shows 70% of change programs fail to achieve their goals. The ability to adapt to constant change with agility and speed whilst engaging your people is one of the critical challenges facing organizations, schools, managers and leaders today.

The Change Management short course from AIM Change Management covers the step-by-step process for successful change. Understand the various types of change that affect your school and apply different models of change in the context of your school. Learn to plan, prepare and implement change with the tools to effectively resolve resistance to the change process.

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

- Understand the various types of change that affect organisations and apply models of organisational change in the context of your business
- Develop effective change management strategies
- Adapt your leadership style to effectively lead change by understanding the human side of change
- Develop a change management and change communication plan for your organisation using tools and insights into the change process
- Master strategies to align people with change, appealing to emotions and fact
- Know how to assess the impacts of change and recognise that everybody's personal change journey will be different
- Understand the process of sustaining change and know how to embed a change initiative as the new 'business as usual'

Duration: 1 Day | SACE Points: 10

COURSE MODULES

DEFINE CHANGE

- Define the Change Accelerator
- Measurements
- Project Overview

BUILD AGENT CAPACITY

- Effective Change Agent Skills
- Common Agent Mistakes
- Build Agent Capacity
- Implementation Resources

ASSESS THE CLIMATE

- Define Climate for change
- Assess the climate
- Stress Test

GENERATE SPONSORSHIP

- Staff organization
- Matrix organization
- Key Principles
- Generate sponsors

DETERMINE CHANGE APPROACH

- Change Approach
- Psychological Process
- Cost of Change

CREATE CULTURE FIT

- Defining School Culture
- Change and Cooperate Culture
- Organisation Values