asc
training and development

Strategies to deal with organisational change

Bite size sessions to build, develop or reinforce the next chapter of your business.

Duration	Format
4 x ½ Days	Face to Face

Description

70% of change initiatives fail – regardless of the type of change a business considers.

Poor planning, employee engagement, leadership capability and communication tend to be the main culprits.

With the need to remain competitive and sustainable at the forefront of so many businesses, what can your business do to ensure your change initiative succeeds?

From our experience, a standard change management workshop can only briefly touch on each of these factors. Individual change programs require additional support in specific areas.

With this in mind, ASC have put together 4 separate bite sized sessions that focus on specific elements of change management.

By taking a practical and interactive approach, we will offer you strategies to support whatever your change might be.

So if you're looking to introduce a new IT system, restructure your business or even refine your culture, these sessions will ensure a smoother and more successful outcome.

Facilitated by ASC's change specialist Alex Dickinson, these half-day sessions combine theory with practical examples and case studies. Each session is independent so you can attend from 1 to 4 depending on which topics are of interest and relevance to your change agenda.

Sessions

Bite size sessions on offer include:

- Building the business case for change and the burning platform
- Building involvement and engagement for change
- Identifying & building the right leadership team for change
- Communicating change

Each workshop will also provide a useful toolkit on how to evaluate successful change initiatives.

Investment

Investment
$145 + GST per ½ day workshop

Inclusions:
- refreshments, morning tea/afternoon tea are provided at sessions
- learning materials

For more information, contact:
(08) 8410 2627

Available Sessions

Each session is independent so you can attend from 1 to 4 depending on which topics are of interest and relevance to your change agenda.

All workshops are 3.5 hours in duration

Training Venue

ASC Training & Development
Level 4, 144 North Terrace (My Budget Building)
ADELAIDE SA 5000

Building the business case for change and the burning platform

- Build and articulate effective business case scenarios that outline the opportunities and threats for your market, products, culture and workforce.
- Identify the current status quo, future desired state and associated steps needed for change.
- Articulate a compelling and emotive need for change and define how this will vary among stakeholders.

Identifying & building the right leadership team for change

- Identify and breakdown what effective leadership skill sets are required and specify what behaviours/ attitude is needed for success.
- Describe how to gain leadership buy-in for change and how to effectively use change champions.
- Identify what leadership activities are required for change and how the right leadership team can engage stakeholders.

Building involvement and engagement for change

- Describe the cultural factors associated with different engagement levels
- Demonstrate how visible leadership impacts the desire and need for change
- Identify when & how to engage with stakeholders and employees (including the consultation vs. confidentiality debate).
- Explain how to engage with change saboteurs and those who resist change.
- List specific techniques to involve others before, during and after a change initiative.

Communicating change

- Identify how and when to communicate pivotal messages, difficult decisions & successes to small and large groups.
- Build an effective communication strategy for day one and beyond including activities which reinforce pivotal change messages.
- Demonstrate effective language, visual and non-visual behaviour including what to say (and how to act) and what to avoid.
- Develop and enhance pivotal messages with group feedback and recommendations from a change specialist.