

Change Leader [2 days]

Program Objectives

- To understand the nature and benefits of change
- To understand how people react to change and how to deal with resistance to change effectively
- To be able to analyse the environment and select a change model for implementation of a change initiative
- To be able to develop, implement and review a change plan
- To understand the role of the manager as the change leader

The Change Leader program is aligned to one unit standard namely:

- US 252021: Formulate recommendations for a change process, NQF level 5 (8 credits).

By completing this program and the portfolio of evidence the learner will obtain 8 credits towards a qualification in Generic Management.

Outline

- Section 1: Understanding Change**
 - Organisational Change
 - Managing Organisational Change
 - The Types of Change
 - Approaches to Organisational Change
- Section 2: Change Management Models**
 - Kotter's 8-Step Change Model
 - The ADKAR Model
 - The Change Cycle – Facilitating Resistance to Change
- Section 3: Developing a Change Plan**
 - The Need for Change
 - Developing the Change Plan
- Section 4: The Manager as the Change Leader**
 - The Difference between Management and Leadership
 - Change Leadership Skills
 - Change Leaders Champion Change!

The program is 2 days with theory as well as application including case studies, individual & group exercises and assessments/evaluations. There is a POE that must be submitted 8 weeks after the workshop for SETA Accreditation and declaration of competence.

