

Managing Change Through People Development

Introduction

Changing the way people in an organization think and work is heavy duty stuff! It isn't the sort of challenge you take on simply because it sounds good or because it's the "in thing" to do these days.

Most organizations don't have the foresight to change their culture before the world forces it upon them. Some start, then don't have enough determination to see the effort through. Others keep tinkering with their change program, but the world outruns them and they lose control over their people and their destiny.

This seminar will show you tools and techniques for successfully leading change efforts in organizations through your people. Participants will learn why "resistance to change" is a myth and come to understand why change efforts are not successful and what to do about that.

Finally, delegates will see the different approaches that have been proven to be effective in implementing change through people development and realize that if you carry out the change process correctly, the payoff is worth the price of admission.

Objectives

- Develop an understanding of the nature of organizational change
- Review theories of organizational change
- Identify why organizational change efforts often fail
- Learn tools and techniques to lead organizational change efforts
- Develop the ability to critique organizational change efforts

Learning Method

The seminar will use a mixture of case studies, theory, critique evaluation and project exercises. The approach will be action-orientated in style and the object of the learning method is to diagnose the change climate of the participants' organizations and resolve issues for the stakeholders, change process coaches etc.

The momentum of the program will be sustained through the continuous re-evaluation of the organizational change situation by exercises and ways of developing and communicating with people during the change process. Participants will learn how to evaluate their own thoughts and actions regarding change and develop a more productive attitude to change.

Participant Profile

This program is designed for organizational leaders, managers, project heads and human resource professionals who have the responsibility and interest for developing and leading change efforts.

The Program

MODULE 1 - The Nature of Planned Change

- Theories of Changing Organizations
- General Model of Organizational Change
- Organizational Change in Different Situations
- Resistance to Organizational Change
- Critique of Organizational Change

MODULE 2 - Roles of People in the Change Process

- The Change Agent Role
- Preparing People for Change
- Stakeholders
- Targets of the Change
- Change Process Coach

MODULE 3 - Leading Change

- Why do Organizational Change Efforts Fail?
- How to Build a Change Culture for Your People
- Six Steps to Organizational Change
- Diagnosis for Change
- The Role and Limits of Change Leadership

MODULE 4 - Organizational Change Activities

- Overview of Change Activities
- Communicating Organizational Change
- Motivating People for Change
- Creating a Vision
- Developing People Support for Change
- Sustaining Momentum

MODULE 5 - Organization Transformation

- Organization Transformation versus Organizational Change
- Culture Change
- Strategic Change

For any further information please contact us at:

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