



First Select

Getting the Most of Change

Date	Venues	(\$Fees	Book your seat
23 Feb -27 Feb 2025	Kuala Lumpur	3300	Register Now

Objectives:

By the end of the program, participants will be able to:

- Understand Plan and Manage Change effectively.
- Recognize different models of change.
- Use a systematic process to identify potential changes.
- List reasons why people resist changes.
- Explain the phases of accepting change.
- Describe the change effect and how it can be used to shift perception and frame change.
- Demonstrate how to positively handle those who resist change.
- Describe how you will handle change in the future.
- Begin implementing goals created during the session.

Who should attend?

This program is suitable for all levels of Management and Supervisory staff, who want to lead and develop their teams to high levels of commitment and productivity.

Course Outline:

A frame work for Change:

- Understanding the influence of organizational culture and values
- Alignment of change strategy to organizational objectives
- The business case for change
- Critical success factors

The Human Factor:

- Roles and responsibilities within the change process
- Identifying key resisters and their concerns
- Communicating with influence
- Unleashing hidden potential
- Embedding new behaviors to support collaborative change

Change Processes:

- Exploration of theoretical models
- Strategic and tactical planning of change processes
- Setting objectives
- Goals and controls
- Evaluation and realignment of process
- Feedback processes

- The use of ambassadors or champions

Resources Management:

- Identifying and allocating the resources required
- Cost- benefit analysis
- Measures and controls

Behavioral Analysis Tools:


- Individual Inventory
- Organizational Inventory
- Indicators to the organizational and Individual effectiveness

Action Planning:

- Designing Action Plan to address the change management issues

WORKSHOP STYLE:

A mixture of short presentations, interactive discussion, individual exercises and group work. The emphasis throughout is on a practical approach using case material and examples.

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