





Leading & Managing Organizational Change

1 Day 1 - Change, The Concept, Dynamics and Complexity

- 1.1 Introduction
- 1.2 What is Change?
 - 1.2.1 The Change Management Process
 - 1.2.2 Creating the Conditions for Success
 - 1.2.3 Change Vs. Transformation
- 1.3 Types of Change
 - 1.3.1 On Individual
 - 1.3.2 On Organizational
 - 1.3.3 On Country
- 1.4 Politics of Change
- 1.5 Psychology of Change
- 1.6 Developing Change-Mindset
- 1.7  Readiness to Change Assessment
 - 1.7.1 Individual
 - 1.7.2 Organizational
 - 1.7.3 Group
- 1.8 Why Change Fail?
- 1.9 Global Insight
- 1.10  Case Study - Exercise

2 Day 2 - Leading, Managing the Change

- 2.1 Case Study - CDIC
- 2.2 Leadership Skills to Facilitate Change Situations
- 2.3 Leadership Assessment 'What is your Style?'
- 2.4 Decision Making as Leverages for Managing Change
- 2.5 Adopting Leadership Styles to Facilitate Change
- 2.6  Group Discussion Exercise - XYZ
- 2.7 Managing Change in Trying Times
- 2.8 Resistance to Change
 - 2.8.1 How to Overcome Barriers to Change?
 - 2.8.2  Resistance Reducer Assessment
- 2.9 Communication Strategies
- 2.10 Case Study - CDIC Approach

3 Day 3 - Change Strategies & Models

- 3.1 Case Study Group Discussion
- 3.2 What is Strategy?
 - 3.2.1 Formulation
 - 3.2.2 Execution
- 3.3 What Goes Into the Change Management Strategy?
 - 3.3.1 Strategic Change Management Process
 - 3.3.2 Implementation Steps
 - 3.3.3 Health Assessment
- 3.4 Scanning the Organization
 - 3.4.1 Environmental Scan SWOT Analysis
- 3.5 Change Models
 - 3.5.1 8 Step Model
 - 3.5.2 3 Step Model
 - 3.5.3 7-S Model
 - 3.5.4 ADKAR Model
- 3.6 Tools to Use
- 3.7 Q&A