

## **Example Training Programme**

This information is for indication purposes only. We design programmes to your specific business requirements to help you and your staff achieve your business goals.

### **Change Management**

#### **Background**

Each Change Management programme would be specific to the individual business, their current operating climate and the proposed changes.

We would explore the opportunity and advantages of running this type of event off site, dependant upon your facilities, budget and preferences.

Typically, a combination of the following topics are covered.

#### **Pre Workshop**

- Manager holds a briefing with their staff to outline purpose, discuss learning objectives and personal benefits
- Welcome phone call or conversation with either all or a sample selection of attendees to explore their expectations and objectives for the programme

#### **Workshop**

- Introduction and scene setting from a Senior Manager
- Understanding of current climate and changes
- Why change, the benefits and downsides
- Case study examples of change
- An emotional change curve
- Leading & motivating your staff through change
- Practical exercises to experience change
- Awareness of how you handle change and your own emotions
- Influencing your staff and breeding confidence

#### **Post Workshop**

- Managers are offered the opportunity to hold a review session with a Region 11 Training Ltd facilitator to provide ongoing support and to help evaluate the programme.