

Leading & Managing Change Award

Objectives

- Managers understand the importance of their role to the business and the people they're responsible for
- Understand how they react to a changeable environment
- Demonstrate an understanding of how people react to change
- State how to be flexible in your own behaviour towards the people you're responsible for to get the best from them
- Describe in detail current changes they are or will be responsible for
- Learn the 3 key steps to a successful change programme
- Identify the 5 habits of a successful leader
- Produce a Personal Leadership Plan

Pre Workshop Learning - (1 hour)

- Briefing with own line manager to define personal learning objectives
- Discussion with Region 11 Training Ltd facilitator
- Describe and document the current business environment, the main challenges to success and current progress and achievements towards the goal

Workshop

Day 1: 9.30 – 16.30 (6 hours)

- Icebreaker / Introductory exercise
- Reasons (PESTLEI) and benefits of change within a business
- Team exercise to help understand how managers deal with change themselves
- An Emotional Change Curve
- Present your own changing business environment, the people involved and identify key points on the Emotional Change Curve
- Identify and demonstrate how people want / need to be treated at each stage of the Emotional Change Curve to maximise results
- Case Study to identify peoples behaviour towards change – School Dinners DVD (Jamie Oliver)
- Begin their Personal Leadership Plan

Day 2: 9.30 – 16.30 (6 hours)

- Recap & review of Day 1
- Group Leadership Exercise
- Identify the 3 key steps to a successful change programme (The 3 C's – Communication, Confidence, Consistency)
- Importance of the strength of Leadership – Lessons from Shackleton
- Group Leadership Exercise
- 5 habits of a successful leader -Group Work (Kouzes & Posner)
- Group Leadership Exercise
- Complete their Personal Leadership Plan
- Review and evaluation

Post workshop learning - (1 hour)

- Briefing with own line manager to discuss progress towards personal learning objectives
- Consolidate learning by implementing & reviewing their Personal Leadership Plan
- Following the workshop managers also have the option of contacting their Region 11 Training Ltd facilitator for further support