

CHANGE MANAGEMENT

S. No.	Module	Training Objective	Focus Areas	Method(s) of Instruction	Duration - Breakup	Total Duration
1	Welcome	To give participants an overview of the Training Program; allow participants to set ground rules during training and formulate collective training objectives.		Instructor-led PowerPoint including open-ended questions for eliciting objectives	30 min.	30 min.
2	Introduction to Change Management	To enable participants understand some of the internal and external forces that drive change in an organization and also why it is critical to adopt to change.	Why Change? Benefits of Change Response to Change Managing Change Effectively Why Change Fails?	Activity: Tennis-ball Pyramid Colors The Eagle Story ILT	25 min. (activities) + 5 min. (Eagle Story) + 20 min. (instruction)	50 min.
3	Change Management through Aesop's Fables	To enable participants understand and adopt some of the principles used for driving change through stories from	Change-management Guidelines	Stories from Aesop's Fables	20 min.	20 min.
4	Steps to Successful Change Management	To enable participants identify strategies for helping change be accepted and implemented at the workplace.	Phases of Change Sequence of Change	Case Studies Movie Clips Exercises Group-juggling Game ILT	100 min. (case studies) + 40 min. (movie clips) + 20 min. (exercises) + 15 min. (game) + 45 min. (instruction)	220 min.
5	Qualities that Help in Dealing with Change	To enable participants acquire behavioral traits and adopt the right mindset for being effective change agents in the organization.	Flexibility Adaptability Responsiveness Empathy Positive Beliefs Commitment	Movie Clips Activity: New Directions Team Think Activity on Change Case Study Transcript of Dr. Kalam's Speech Highlighting Change ILT	30 min. (movie clips) + 50 min. (activities) + 30 min. (case study) + 20 min. (transcript of speech) + 30 min. (instruction)	160 min.
6	Assessment	To enable participants implement change in the organization based on the module, "Steps to Successful Change Management".	Workplace Situations That Require Change	Activity Presentations Peer as well as Facilitator Feedback	30 min. (activity) + 15 min. per team (presentations) + 15 min. per team (peer and facilitator feedback)	The Total Duration Depends on the number of participants present in the program.