"The greatest danger in times of turbulence is not the turbulence – it is to act with yesterday's logic." – **Peter Drucker**

Introduction

Change management is a structured approach to shifting/transitioning individuals, teams, and organizations from a current state to a desired future state. It is an organizational process aimed at helping employees to accept and embrace changes in their current business environment. In project management, change management refers to a project management process where changes to a project are formally introduced and approved.

This workshop focuses on all aspects relates to change – The Emotional, Attitudinal, Behavioral and Cognitive Aspects of Change.

Training Topics:

- **Introduction to Change**
    - o The unique attributes and challenges of change for professionals
    - o The Mindset of Change
- **What is Change**
    - o Drivers for Change
    - o The Change Adept Organization
- **Types of Change**
    - o Incremental
    - o Transformational
    - o Planned
- **Kotter's 8 steps of successful large scale change**
    1. Increase Urgency
    2. Build a Guiding Team
    3. Get the Vision Right
    4. Communicate for Buy-In

5. Empower Action
6. Create Short-term Wins
7. Don't Give Up
8. Make Change Stick

- **Preparing for Change**
  - o   Pressure for change
  - o   A cleared shared vision
  - o   Actionable first step
  - o   Developing belief

- **Resistance to Change**
  - o   Why change doesn't work
  - o   Reasons for resistance
  - o   Dealing with ambiguity

- **Communicating & Implementing Change**
  - o   Transition
  - o   Communicating the change
  - o   Plan
  - o   Leading from top / delivered from bottom

- **Risk of Failure**
  - o   Analyzing why a change initiative failed
  - o   Ability to overcome failure and think ahead
  - o   Are you ready for change again?
  - o   The power of perception
  - o   Power of Positive Attitude

Training Hours:

The duration of the training program will be 8 hours.

Training Methodology: 85% Experiential

This workshop will be facilitated through the extensive use of Group Interactions, ILT,   Case Studies, Analysis, Video and Audio Support Files and Activities.

Resources Required:

- Momentum Training Solutions will conduct the training
- Maximum number of participants to a class will be 15
- The training will be conducted at a venue organized by your organization
- The following will be provided by your organization:
    - o Handouts will be printed/photocopied
    - o The LCD projector
    - o Audio speakers