

€ TRAINING

Agile Organizational Change



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Introduction

In a world where change happens quickly, an organization's long-term success depends on its capacity to seize new opportunities and protect against looming threats. Agile firms are able to foresee changing circumstances, from new breakthroughs to geopolitical trends, and they are quick to seize new opportunities as they present themselves. It is the responsibility of organizational leaders to foster an environment where individuals are eager and able to quickly adjust to changing circumstances. Employees may help create a truly agile organization if they learn to control and channel their own reactions to change on top of this.

Course Objectives

At the end of this course, participant will be able to:

- Encourage coworkers and the entire workforce to embrace change in a positive way.
- Be prepared for new possibilities and threats and act quickly when they arise.
- Establish a clear direction, assist people in acquiring new behaviors, and make change last
- Use best practice programs, templates, and strategies.
- Increasing and maintaining the advantages of change

Targeted Audience

- Senior operations managers
- Middle managers
- Change Management Specialist
- HR Professionals
- Project Managers

Course Outline

Unit 1: Agile Change Framework

- Logical and emotional components of change
- Crazy Time
- Leading in an uncertain world
- Communicate, communicate, communicate
- The importance of a sense of purpose
- Creating a compelling context and vision for change

Unit 2: Challenges of Agile Change

- What is Agile Organisational Change?
- The challenge of change
- Change leadership
- Creating a workforce that is agile to change
- Horizon Scanning - opportunities and threats

- The origins of resistance to change

Unit 3: Putting People in Control Benefits Mapping

- Getting Employee Engagement and Empowerment
- Gaining the favor of key stakeholders
- The impact of conversation
- Champions for Change and Sponsors
- The difficulty of moving on from the past

Unit 4: Letting Go of the Past

- Breaking connections at work
- Dealing with loss
- Drawing a line in the sand
- Using ceremony to break with the past
- Building new connections
- Forming new habits

Unit 5: Locking-in Change

- Sustaining performance through the transition period
- Avoiding reversion to old habits
- Climbing the Learning Curve
- Locking in change
- Bringing it all together
- Creating a plan of action for your own change