

# DYNAMICS OF MANAGING AND LEADING CHANGE™

## Introduction

Change is a normal phenomena. Nothing remains more constant – or as the old quotation goes, “There is nothing so permanent as change” (Heraclitus: 540-475 B.C). If a living organism is growing, developing and maturing, we say this is positive change. All organisms, go through a natural process from birth, growth and maturation, decay and eventual death. That is the nature of the human cell, or body, but need not be the nature of a social organization. Spirit can live on and energize a social entity. Many organizations may come and go. Some become bankrupt, some are acquired or merged, and others live on for decades and go from strength to strength. It is ability to adapt to a changing environment that ensures future success.

Change is also a perception, we may see it as positive or negative, as too fast, slow or about right. We perceive it as great, small, simple, complex or in between. It is subjective. As we say “One man’s meat is another man’s poison”. One thing is certain however. Its here to stay and won’t go away.

This program focuses on how we can ‘manage and lead change’ more effectively.

## Learning Objectives

### *By the end of this program, participants will:*

- Understand how personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to this program
- Understand the nature of change and some key dimensions of change.
- Appreciate how levels of change can move from simple knowledge change to attitudinal, behavioural, group, organizational or societal change.
- Have identified some main reasons why people resist change and strategies to overcome resistance
- Understand the differences in systems versus culture change and the challenges for change leaders.
- Know how to apply value-based change by using a systematic step-by-step model.
- Produce a personal development action plan for change

## Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client’s needs.

## Workshop Contents

- Influence of Personality, Gender and Culture on Thinking and Learning
- **Dimensions of Change**
  - What is Change
  - Change is Normal
  - Change and Perceptions
  - Rapid and Complex
  - Evolutionary vs Revolutionary
- **Levels of Change**
  - Knowledge and thinking
  - Attitudinal/Emotional
  - Individual/Behavioural
  - Group/Organizational/Social
- **Changing Behaviour**
  - Individual Traits
  - Why We Resist
  - Social Programming
  - Strong Motivation
- **Systems vs Culture Change**
  - The Paradox Paradigm
  - Changing Systems and Structure
  - Changing Culture
- **Values Based Change**
  - Values Before Vision
  - Shared Vision & Mission
  - Aligned Competencies
  - Systems Alignment
- Personal Development Action Plan (PDAP)

## Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant’s to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop.

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions

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