



Managing change

High performing teams not only embrace change but actively seek it in their quest for excellence and perpetual improvement. An effective leader will build success with his team by responding positively to necessary change and by constantly seeking to raise the bar. This programme, for all leaders, provides a robust framework that can be applied equally to significant complex change as to minor performance improvement.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

The nature of change

- Future shock – input and discussion on the sources, types and nature of change, drawing on participant experiences
- The impact of change on individual comfort levels

Change killers

- Using colour recognition and exploding squares to understand personal and organisational barriers to change
- Checking commitment levels
- The change curve and moving people towards commitment

Communicating Change

- Avoiding the poor communication that fuels cynicism
- What to communicate and when

Making change happen – The 8 Cs of change

- How to use the 8 Cs of Change model to gain commitment to, and manage, successful change, whether it is organisational transformation, the achievement of personal goals or an improvement in departmental performance

Participants will learn to...

- Understand the nature of change
- Identify and overcome the key barriers to change in their own environments
- Define levels of commitment to change
- Communicate change appropriately
- Build a culture where change is embraced and innovation valued
- Drive and manage change



“I really enjoyed the fact that it was a small group where we could all have input. It makes the material more relatable rather than a lecture type training. Looking forward to the next one!”

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