

## **TM04 – Managing People through Process Change (2 days)**

### **Course description**

As managers we know that change is necessary and inevitable. We all know of change initiatives that have gone wrong, quite often because simple issues have been overlooked. Managing People through process change is a highly interactive two day workshop that will arm you with the skills and tools required to manage your team through a process change.

### **Who should attend**

This course is for team leaders, managers, and leaders – anyone with people management responsibilities who are managing their team through a time of change. It will also be of interest to HR personnel who will be advising people managers during a time of significant change in their organisations. This course will prove to be a useful resource whether you are embarking on a change initiative or currently in the process of managing change. You can use it to inform your approach to a new initiative or to sanity check a current approach against best practices to see where change might be at risk.

### **What you will achieve**

- Understand best practice principles of how to manage change
- Understand the psychology of change and how people react to change
- Understand the key frameworks that inform approaches to managing change
- Understand how to overcome resistance to change

### **What you will learn**

- What are the main areas you need to focus on when managing your team through a significant change
- How to paint a vision of where change is taking your team
- What you need to do to align the culture of your team with the change
- What a best practice approach to planning for change requires
- How to orchestrate your communications campaign
- How to factor training needs into a successful change initiative
- The key considerations of performance management and team motivation
- The role of a coaching management style in change