

# Effective Change Management & Business Transformation

## One-Day Workshop



### Summary

All organisations are facing change of some description; the ability to proactively transform and manage change effectively is seen as a key differentiator. HR professionals increasingly play a critical role in the successful execution of business transformation programmes and change projects.

The ability to manage change successfully is a core skill for HR professionals, project teams and anyone needing to make change happen and influence others to change behaviour. Change management and business transformation are terms widely used to describe the structure, processes, roles and responsibilities involved in any organisation change. Increasingly HR professionals are taking on broader roles to support organisational change and their expertise is being utilised to ensure change initiatives have a successful impact on the people affected, as well as developing the change management skills of the leaders and other change agents across the organisation.

This workshop is aimed at HR professionals who need to include change management and business transformation in their portfolio of skills, working with project and business managers to deliver effective plans, which add to the success of change projects. The workshop is highly practical, includes case studies and tools and will build confidence and capability in this key area.

### Workshop Details

The price is £450 per person. A 10% discount is offered on a second place booked and invoiced at the same time. This workshop can be run in-house as a one-day or two-day workshop, either as off-the-shelf or with bespoke case studies. We also offer a version of this workshop for line managers and senior leaders.

To book your place, please email [Shirley.Dalziel@develop.uk.com](mailto:Shirley.Dalziel@develop.uk.com), and for more information, please call Shirley on 07740 737 739

### This workshop will enable you to:

- Explore roles and requirements for effective change management and business transformation
- Identify how strategic analysis tools help establish the need for and focus of change
- Use techniques to analyse what and who will help or hinder the change
- Understand the key stages of the change management process
- Establish a blueprint for delivering change in your organisation
- Consider the human/emotional factors associated with change
- Explore HR's role in helping people adapt to change
- Understand the importance and function of communication, engagement and stakeholder management in the change process
- Promote the value, contribution and role of HR in implementing a change programme
- Develop your skills and confidence in leading and supporting change and business transformation

### Contents will include:

- Definitions, models and practical frameworks of change management
- Understanding how to establish the case for change, using best practice tools and techniques
- Exploration of the role and of HR
- A guide to the change management process, establishing a blue print for change using tried and tested change management and business transformation tools.
- Overview of human response to change and strategies for dealing with challenges
- Stakeholder engagement strategies and key relationships
- Practical change management tools and templates
- Action planning to implement learning