

# EFFECTIVE CHANGE MANAGEMENT & BUSINESS TRANSFORMATION

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## Summary:

Change is a way of life for most organisations these days. Given the complexity of not just delivering change but ensuring it 'sticks' in the long run, HR professionals have a critical role in the successful execution of business transformation programmes and change projects. Or in other words, in helping their organisations to change for the better.

This workshop is aimed at HR professionals such as Business Partners who need to include change management and business transformation in their portfolio of skills. You'll explore how to use strategic analysis and change tools, work with managers to understand the implications for people and behaviors as well as systems and processes, deliver effective plans, analyse will help and hinder change, keep the focus on long-term outcomes and enhance the change management capability of your organisation.

The workshop is highly practical, includes case studies and tools and will build confidence and capability in this key area.

## 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 blueprint 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

## Workshop Details:

The price is £480 + VAT (570 Euros) per person. Discounts are available for multiple bookings.

To book your place, please email [Karen.Morrison@develop-global.com](mailto:Karen.Morrison@develop-global.com), and for more information, please call Shirley on +44(0)7740 737739.