LEADING CHANGE

Program Overview:

Leaders need to be always prepared for change. Be it an unexpected situation or a planned initiative, leaders are often required to effectively drive the change agenda.

Effective change leaders are those who can anticipate when things are changing, identify upcoming challenges, set the change agenda and sustain momentum by taking charge and moving things ahead. The program equips leaders to examine their own leadership styles and practice skills that will help them translate ideas into organizational results, find ways to overcome organizational inertia, and examine strategies for overcoming individual resistance to change.

Key Benefits:

The program will equip participants with tools and concepts that they should be familiar with while leading change interventions. Through the workshop participants will explore will explore the political and complex process of introducing change, which includes motivating others, dealing with resistance and the emotional elements of change, and finally, extending change over time and sustaining it. The course is designed to give participants practice so they can initiate and lead change efforts.

Through the course of the program participants will:

- Understand the drivers of change
- Appreciate the challenges involved in leading change
- Know how to identify, define and set the change agenda
- Learn the skills needed to mobilise others and create a shared vision for change

Individuals and Organizations that can benefit from the program:

Organizations:

Organizations that are embarking on a change journey or are currently running multiple change initiatives across different parts of the company.

Individuals:

The program is well suited for all leaders in diverse roles at companies of all sizes and stages—from current market leaders to fast-growing midsize competitors to dynamic emerging companies.

Content Highlights:

- Challenging existing paradigms
- Identifying the forces which are disrupting the existing paradigms
- What traps us in the existing paradigm?
- Understanding my orientation to change
- Understanding others' readiness to change
- Building shared perspectives on change
- Sensing and managing the power and interpersonal dynamics to navigate the change
- Influencing individuals' behaviours and culture to achieve change
- Managing change in a methodical manner

Our Design:

- Create personal awareness and insights on your performance orientation through our proprietary psychometry profiler
- Perspective from practitioners
- Structured experiences designed from behavioural experiments of Beckhard and Harris
- Custom built simulation exercises
- Proprietary case studies
- Curated films

Our facilitation emphasises on giving personalised attention to provide unique insights to each participant

Duration:

3 days