# Managing Change  管理變革

Change Management is an organisational skill and the management's capacity to drive change collectively as a team makes the difference. Change Management gets results by building sponsorship from the top, creating leaders who will act as change agents and by putting the right structure and systems in place which allows for employees' behavioural change at all levels of the organisation.

**This comprehensive program offers participants key insights on change management and enables them to pick up valuable skills in managing the changes in their organisations.**

## Objectives

a. Introduce a comprehensive overview of change management
b. Understand the complexity of resistance to change
c. Understand the role of leadership in driving change
d. Handle the impact of culture in change programmes
e. Appreciate the impact of performance on change
f. Implement changes more effectively

## Course Outline

**1. Overview of Change Management**
- Definition of Change Management
- Seven (7) Change Thesis

**2. People and Change**
- Six (6) layers of resistance to Change
- The Behaviour Model
- Commitment Curve

**3. Leadership and Change**
- Challenges facing leaders
- Critical success factors for leaders
- Change competencies required in leaders
- Ten (10) management principles for Change

**4. Culture and Change**
- Common barriers in Culture Change
- Ten (10) tips for Culture Change

**5. Organisational Learning and Change**
- Introduction to Learning Disciplines
- Theory of Success

**6. Performance and Change – Insights on Performance**

**7. Case Study – Organisations in Motions**

**8. Implementation and Change – Change Framework**
- Communications Strategy
- Critical Insights on Communications and Change
- Information Management
- Change Journeys
- Change Model for Implementation

Please contact CEL for a quotation if your are interested in organising any of the topics as in-house on-site or off-site training.