



Principles of Change Management

Earn the Principles of Change Management qualification

Overview

This three-day course provides you with a grounding in behavioural issues associated with managing change in an organisation, and of key models and tools used by practitioners to address these issues effectively.

Take away concepts

Expect to learn:

- About the dynamics of change at the individual, team and organisational level
- How to facilitate change
- To plan for change issues and recognise unplanned issues earlier

Why choose CC Consulting

We offer a huge range of courses, course providers, locations and dates.

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How to book

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where you can book online and learn more about OGC courses.

Topics covered

- Module 1 - Individual Change
 - How people learn
 - Factors influencing people's reaction to change
 - Four psychological approaches to change: behavioural, cognitive, psycho dynamic, humanistic
 - Personality & Change
 - Resistance to Change.
- Module 2 - Team Change
 - What a team is and different types of team
 - The importance of teams
 - Elements of effective teams
 - How teams change and develop
 - Berlin team types
 - Personality & teams
 - Different ways teams can effect change.
- Module 3 - Organisational Change
 - Organisational metaphors – four key metaphors
 - Assumptions about organisational change
 - Introduction of different models of change – Lewin, Bullock and Batten
 - The dynamics of change – The Change Equation, Bridges, Senge
 - Using case studies to evaluate models of change
 - Developing an integrated approach to change – Cameron process.
- Module 4 - Change Leadership
 - Management v leadership
 - Links between leadership and metaphor
 - Types of leadership their different effects: adaptive, connective, visionary, storytelling
 - Leadership roles in the change process
 - Emotional competencies of leaders
 - Coping with the demands of leadership of change.

Format

Three instructor-led days with the examination on day three.

Pre-requisites

There are no formal pre-requisites, however real-life change management experience will provide a valuable grounding.

What is Change Management?

The Change Management course deals with the effects and management of change and the impact change can have on organisations.

The course is based on the book *Making Sense of Change Management*.

Who will benefit?

- Senior change managers
- Managers responsible for benefits realisation through change programmes
- Members of a programme management team
- Managers of business teams whose work generates frequent change
- Independent consultants.

Examination

The Foundation exam structure is one hour multiple choice, closed book with four sections, totalling 60 questions (15 questions per section). You must score 40 out of 60 to pass.

Next steps

After passing this course you may wish to consider taking the Managing Successful Programmes® (MSP®) course.