



PROFESSIONAL
EFFECTIVENESS

Owning Up to Change



COURSE SPECIFICATIONS



FORMAT

- In-house



DURATION

Training is given in one day (6 hours)

(The content and the duration of this session can be adapted for a personalized on-site training.)



TARGET AUDIENCE

Anyone who has to undergo organizational change



DELIVERY METHOD

Instructor-led, group-paced, classroom-delivery learning model with structured, hands-on activities. Participants' experiences are used as support to put new notions into action.

Highly personalized and interactive approach, the groups are limited to 15 participants.



LANGUAGE

Available in:

- French
- English



CERTIFICATION

Training Certificate

Emploi
Québec



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DESCRIPTION

Owning Up to Change provides individuals directly in touch with organizational change with concepts, methods and tools to accompany them with a tangible approach. It allows the personnel dealing with change to better adapt and to own up to it by reducing anxiety levels and resistance to change. The interactions, discussions and activities put participants in a positive mindset in order to serenely recognize their resistance and create an atmosphere of trust

OBJECTIVES

ALLOWING THE PARTICIPANT TO:

- Bring the personnel to focus its energies to the service of change in order to mobilize efforts and claim ownership to change.
- Tame and accompany change in order to maintain effective organizational climate.

COURSE CONTENT

INTRODUCTION TO CHANGE MANAGEMENT

- Understanding change
- Definition of change
- Actors of change
- Overview of successful organizational change

TECHNICAL ASPECT OF CHANGE

- Phase 1 - Diagnostic
- Phase 2 - Strategy development
- Phase 3 - Application
- Phase 4 - Execution

HUMAN ASPECT OF CHANGE

- Change mechanisms
- Resistance to change
- Critical stages of change

IMPLEMENTATION OF APPROPRIATE STRATEGIES

- Knowing how to change
- Strategic adaptation process
 - Stage 1 - Legitimization
 - Stage 2 - Transition
 - Stage 3 - Adoption
 - Stage 4 - Appropriation

PERSONAL ACTION PLAN