Making Change Happen as A Leader

Introduction

Most change programmes failed because people resume to old habits after some time.

Change is painful, disruptive and costly.Even though the majority of those affected will frequently see the need for change, disagreement, resistance, and unexpected repercussions are all likely to materialize. When planning and carrying out changes, these reluctances must be taken into consideration. Even good change can be upsetting. An effective change agent may reduce risks while maximising opportunities for change.Unfortunately, a lot of transformation initiatives fall short of expectations or are unsuccessful altogether. This is understandable given that unforeseen situations are likely to occur, participants may feel unsure and unprepared for what lies ahead, stakeholders may object to a change in their current power structure, or individuals may feel powerless. There can be no upfront assurance of success. Therefore, managing change involves ongoing situational analysis and course corrections.

This programme uses the strategies of changing people and transforming organizations with reference to psychology to deal with human behaviours of people working in groups and the way people act and react to emotions.

Key Learning Outcomes

By the end of the course, participants should be able to:

- Commit to and take ownership of change.
- Effectively recognize change, explore change, and overcome personal resistance to change.
- Minimize the negative impact on individuals, work groups and the organization of not adapting to change.
- Demonstrate a leading change mind-set that influences others to embrace workplace change.

HRD CORP CLAIMABLE

Duration

3 Days

Target Participants

Senior Leaders,Senior Managers, Managers, Senior Executives, Executives, Supervisors or Line Leaders, and Change Leaders/Agents