Change management skills for leaders and managers are now at a premium. Essentials of Leading Change is designed to help develop these skills in a highly participative way. It allows the foundations of change to be developed and built in this collaborative 2-day in-house programme for up to 15 leaders within your institution.

Working together these leaders will address the issues that prevent change; develop an understanding of how change happens; and build change networks within your institution that use shared approaches and language.

Individual leaders will learn to challenge their own perceptions of change; assess their personal effectiveness in leading and managing change; and learn how to step up to the challenge of implementing change.

Taking part in this programme creates a network of leaders, within your institution who have a common understanding of the approaches that can be deployed to lead change and who will be able to continue to provide support for each other.

**POTENTIAL PARTICIPANTS**
Key leaders or cross-functional teams within your institution who are or will be responsible for planned change programmes at all levels.

**PROGRAMME OBJECTIVES**
Essentials of Leading Change will enable participants to consider their own and others’ readiness for change and identify ways of easing people through resistance to change. It will enable them to recognise their own and others’ reactions and responses to change so they can provide appropriate support.

By challenging their thinking about current change programmes it will provide them with a different vision so they can find new ways of making them more impactful. Effective planning, communication and managing key relationships are fundamental to successful change. Involving and communicating with stakeholders at all levels will ease the evolution and success of change.

The use of a number of practical tools, that participants can take with them - ready to use, will enable participants to take immediate action on their return to work, allowing them to reflect upon the practical aspects of changes in which they are involved, and identify actions both personal and organisational to make the change more successful and sustainable.
FOCUS AND BENEFITS
Essentials of Leading Change has been designed to provide key benefits to the institution and to the individual.

Organisational benefits include:
- An opportunity to develop in-house capability for change management
- The foundations for personal change networks within the university
- The basis for developing a shared language for change
- The potential to develop shared approaches to change
- Greater organisational capacity for planning and implementing change at an operational level
- Encouragement for the participants when collaborating on change
- The skills to challenge each other on the leadership of change
- Improved communications around major change projects

Personal benefits for participants include:
- Be able to challenge and develop their own personal effectiveness around change
- Better understand how they react to change and how to deal with this more effectively
- Improve their communication skills around issues of change
- Provide an opportunity for reflection about their personal response to change, and how change can affect people in different ways
- Foster a better understanding of how to handle anxiety and resistance around change
- Be better able to reduce the barriers to change
- Be better prepared to take on wider change initiatives within the university

PROGRAMME COST AND STRUCTURE
Essentials of Leading Change is the first in a series of new two-day programmes that have been designed specifically for delivery in-house to groups of leaders from the same institution, providing a very cost effective way of developing the change management skills of a group of your leaders.

The cost of this 2-day programme for up to 15 people is £3,000 (plus expenses) providing exceptional good value for money. If you would like to tailor the standard programme to your more specific requirements we are happy to do this for a negotiated extra cost.

Our change management consultant will come to your institution or a venue of your choice to deliver the programme on two consecutive days.

PROGRAMME OUTLINE
Day One
Session 1: Your experience and reading of the context of change
Session 2: Establishing the urgency and capability to change
Session 3: Reviewing your current change programmes
Session 4: The change journey – obstacles, quick wins and coalitions of support

Day Two
Session 5: Planning for successful change
Session 6: Creating and communicating purpose and vision
Session 7: Planning change – quick wins and embedding change
Session 8: Building and anchoring personal and organisational change

FIND OUT MORE
If you would like to discuss booking Essentials of Leading Change for leaders in your institution please contact:

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