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Organisational Change Management

Essential for any organisation aiming to maximise the benefits of its projects

Abstract

Change is ubiquitous, ongoing, and accelerating in today's world. Learn how to creatively apply Organisational Change Management (OCM) techniques to support project delivery, enable benefits realisation, and manage risk. The course will provide an insight into the nature of change and its impact on individuals and organisations, and then show how to apply this knowledge using tailored scenarios that illustrate real-world situations.

Who should attend

Project and change managers, business managers, project stakeholders, communications and learning & development managers, and anyone else who would like to capitalise on the opportunities offered by change.

Syllabus

The nature of change

- What is change
- Types of change
- Change drivers

Reactions to change

- The psychology of change
- Resisting and embracing change
- Organisational culture
- Building resilience

Assessing the impact of change

- What does it effect
- Who does it effect
- Dilemmas for the Project Manager

Approaching OCM

- OCM model selection and application
- Building a case and obtaining buy-in
- Change readiness analysis
- Forming the change team

Objectives

This course is designed to enable you to:

- Provide the tools required to be an effective change agent
- Increase awareness of the critical importance of OCM
- Improve skills required to turn resistance into commitment
- Promote greater confidence in the ability to communicate to and influence change stakeholders
- Provide an OCM framework that can be applied to projects and other business change initiatives
- Articulate a practical approach to OCM grounded in current theory and referencing contemporary models, while encouraging the flexibility to create real-world solutions

Implementing OCM

- Linkages into the Project plan
- The Communications Strategy
- The Training Strategy
- The Process Change Strategy
- The missing key

OCM Transition

- Impact on Benefits Realisation
- Embedding the changes
- Changing the culture

This is a hands-on workshop and participants will be given opportunities to develop and practice skills using a mix of different organisational change management scenarios in a supportive environment

Course Length: 1 day
Course Code: OCHGPMC1
PDU: 7



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