

Leading and Managing Complex Change

A series of two 1-day workshops focused on leading and managing change within an organisation. The first workshop will be primarily focused on what makes individuals less likely to resist change and how to create a culture which will adopt and drive change more readily. The second will be focused on how to manage and drive change programmes, providing background theory and toolkits to improve the participant's change programme management skills.

As with all our development, the return on investment significantly increases when it is supported by coaching. The programme, therefore, includes a 1:1 coaching session between the workshops. A minimum of 3 months coaching after the completion of the course is also recommended, to embed the learning and drive a meaningful change in behaviour and results.

Prior to each of the workshops commencing, we would expect all participants to complete an online assessment of Mental Toughness, which will be fed back to them in the 1:1 coaching session.

Workshop topics will include:

- Mental Toughness, its impact on change and how to develop it
- Motivational Theory basics
- Types of Organisational Change
- Considering Stakeholders
- Kotters 8 step change process:
 - Create a sense of urgency
 - Build a guiding coalition
 - Form a vision and objectives
 - Enlist your army
 - Enable action and remove barriers
 - Generate short term wins
 - Sustain acceleration
 - Institute change
- Programme management tools
- Practical case studies of organisational change

Pre-reading will be provided so delegates can make the most of their time on the course and a handbook containing slides, in-depth notes and practical resources is also included.



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