



# Managing Change for Sustainable Growth

## **Introduction/ Overview of program:**

Change management is an approach to transitioning individuals, teams and organizations to a desired future state.

Organizational change is a structured approach in an organization for ensuring that changes are smoothly and successfully implemented to achieve lasting benefits. In the modern business environment, organizations face rapid change like never before. Globalization and the constant innovation of technology result in a constantly evolving business environment. With the business environment experiencing so much change, organizations must then learn to become comfortable with change as well. Therefore, the ability to manage and adapt to organizational change is an essential ability required in the workplace today.

## **The objectives of the Programme:**

The objective of the program is to support organisation to create change oriented culture and create change agents who can prepare for change, manage and lead change and reinforce change.

Program focuses in imparting knowledge about the issues arising due to continuously changing business scenario and methods to tackle the same.

## **Who should attend:**

Programme is highly relevant for corporate leaders and managers at all levels involved in change management and who have to lead the organisation through turbulence of changing business landscape.

**Duration:** Two days

## **Course Content:**

- Change a continuous process
- Change management process – Kotter's Model
- Readiness assessments and action planning for change
- Communication and communication planning
- Coaching and training for change management
- Training for change
- Responsibilities of various stakeholders in change Process
- Sponsor activities and sponsor roadmaps
- Resistance management and overcoming obstacles
- Handling conflict for smoothening change
- Data collection, feedback analysis and corrective action
- Celebrating and recognizing success

## **Benefits to Participants:**

By the end of the program the participants shall have a good understanding of tools and techniques used in Change Management

- Learn to create to define measurable benefits due to change and stakeholder objectives
- Learn to create a business case for change management monitor risks, dependencies, costs, return on investment
- Learn how to effectively communications that informs various stakeholders of the reasons for the change, the benefits of successful implementation
- Devise an effective education, training and/or skills upgrading scheme for the organization
- Provide personal counseling to alleviate any change-related fears

For more information Contact.

Rakesh Sharma

Mob: 9810221448

Sharma.rakesh3020@gmail.com