

## Change Management Workshop

### Background

Change is transforming the global market place. As technology continues its inexorable march forward, the requirement for organizations to change is accelerating beyond anything imaginable only two years ago. We have a choice - Embrace Change or Endure Change. We have to learn that increasing our speed has little to do with going faster. We secure greater speed by trusting the people we work with to select, implement and monitor Change.

The primary differentiation for all enterprises in the new millennium will be their ability to engage in and adapt to Change - from small incremental change up to major step change initiatives.

### Learning Outcomes



Immediate application of the learnings-

- The development of a "change" plan for the organization.
- The potential to develop a learning program to become a "change" organization.
- The ability to conduct an audit of the current change capability.
- The ability to change the culture of an organization.
- Enable you to move to partnership/relationship leadership with the key stakeholders

### Topics Covered

This Short Course will focus on systematic methods to:

- Use the John Kotter's tools/levers to facilitate the "change" process.
- Specify the training requirements for a "change" environment.
- Utilize natural or cross functional work teams to embark on "change" initiatives.
- Develop the tools to monitor the "change".
- Developing a culture of "change" leadership acceptance.
- Developing systems and processes to eliminate and terminate the blockers of "change".
- Define the critical success factors and identify de-railers
- Develop the trust, relationship and collaboration environment which encourages "change"



## **Pedagogy**

Facilitated discussion of practical issues and challenges and discussion of case studies will be used as pedagogy. The program is all action-based learning techniques to ensure application. Proven research frameworks and theories as the foundation to deliver real outcomes. Blended learning approaches accelerates this development program.

## **Who should attend**

- People who want to secure a "change" environment and want to make "change" happen.
- CEOs, and direct reports to CEOs who have recognized the new core competency of "change leadership".
- Project leaders involved in major "change" initiatives.
- Supervisors/leaders with responsibility for the "incremental change" agenda.

## **Duration**

This Short 2-day course will be interactive and oriented with a high degree of practical real world examples including case studies.

## **Profile of Program Director**

Anand Pillai is the Managing Director of Leadership Matters, Inc., a company focusing on building an Entrepreneurial culture in organizations. Entrepreneurs are dreamers who do, those who take hands-on responsibility for creating innovation of any kind within a business & for turning an idea into a profitable finished product through assertive risk-taking. In addition, for the past 17 years Anand has been a Leadership Coach and Organization Transformation consultant both as a Strengths Performance Coach & now a full-fledged Gallup-Certified Strengths Coach. Anand's focus is on ensuring that clients lift their performance skills and behaviors, apply world's best management practice and hold individuals accountable for their own learning & development. Each coaching session is underpinned with the drive to improve the bottom line. With more than 35 years of rich experience in the corporate world, he has handled challenging assignments in general management & as head of operations (from GM to CEO to CLO) in Fortune 500 companies. He has been a much sought-after speaker in many national & international forums in addition to being the guest lecturer in leading B Schools. Anand has been featured in the book "Leading with Wisdom" along with 30 other leaders (Steven Covey, Abdul Kalam to name a few) in the world.

## **Price & Venue**

Rs 35000 per person, IMT Ghaziabad