

Hands-on course , 2
day(s)
Ref : CHA

Participants

Anyone having to deal with
Change Management in
the scope of an Information
System project.

Pre-requisites

None.

Next sessions

Managing Change successfully

OBJECTIVES

Change Management has become a key competence. It requires the ability to anticipate, thorough planning, managing emotions and strong determination.

1) Change Representations

2) Adapting to Change

3) Giving Sense to Change

4) Communicating Change

5) Change Management

1) Change Representations

- Change in its different forms (human and organisational).
- Unforeseeable reactions, behaviour and resistance to change.
- Questioning and the #mourning# period.

Workshop

Role-play.

2) Adapting to Change

- Positive and negative responses to stress due to change.
- Adaptation period.
- Main stages of personal growth.
- Identifying resources.
- Developing new skill sets.

Workshop

Identify stress factors in different situations and offer appropriate responses.

3) Giving Sense to Change

- Using Change as a catalyst for Progress.
- Being an active Player.
- Building professional or personal project.
- Clarifying goals.
- Project Management.
- Alignment.

Workshop

Formalise projects and ambitions. Reduce the gap between the dream and the reality.

4) Communicating Change

- Ensuring Change has been communicated clearly and understood.
- Interacting, brainstorming and sharing ideas.
- Direct and indirect approaches.
- Socio-dynamic approach.
- Active listening.
- Questioning and maieutics.

Exercise

Case study exercises.

5) Change Management

- Do you possess the right credentials to drive Change?
- Planning each key step and piloting Change successfully.
- Implementing orderly and systematic processes.
- Time Management.
- Coaching.

Exercise

3 scenarios: Piloting change.