

TRAINING AGENDA – 1 TO 2 DAYS TRAINING

CHANGE MANAGEMENT – A MOTIVATIONAL CHALLENGE

INVOLVING YOUR TEAMS IN CHANGE

1. Topics covered during the training

- Change Management basics
- The change dramaturgy
- Dealing with unpleasant situations
- Cultural impact on change intentions
- Groups and their issues
- Dealing with teams in workshops
- Accompanying measures in change
- Transfer to daily business

2. The theory

- What is the reason for changes?
- Definition: What is change management and what is it not?
- What are the barriers for changes?

3. The practicalities

- The change management process – a glance at the “master plan of change”
- The proper staging of a change as success factor
- Mobilization of the stakeholders
- Appropriate communication in a change has to be planned
- Establishing clarity via the “logic level”

- Conflict management for change intentions
- What is the influence of business culture on the change intention?
- Evaluation of cultural impact
- Which roles can be identified in a team?
- How does a team behave during change?
- Group dynamics as indicator for a change
- Appropriate steering as management tool in changes
- Dealing with difficult teams
- The appropriate communication strategy for your change
- New analysis tools and methods for a successful change
- Workshop “merging of two companies”
- Exercise “change in your company”
- Sorting out and upgrading the individual tool box

Changes to corporate structures or strategies are very often perceived as pressure, and are almost rejected or resisted.

Involving team members in the responsibility for the process not only ensures the support of employees, but also improves management skills and contributes to the achievement of company objectives.

This seminar provides practical methods to encourage communication, innovation, creativity and effective networking.

Participants develop strategies to actively involve employees in the change process, to motivate them and to assign them specific responsibilities.

This allows participants to successfully set up new structures within their company and to make a “culture of constant change” a key success factor.