

# CHANGE MANAGEMENT - IMPLEMENTATION

US 15214 / NQF Level 5 / 3 Credits

*"To survive and succeed, every organisation will have to turn itself into a change agent.  
The most effective way to manage change is to create it."  
-Peter Drucker*

We live and work in times of extraordinary change. Change can occur at any time in an organisation, because the motivation for change is a desire for improvement of a situation.

Our course focuses on recognising areas in need of change, how to make recommendations, as well as implementing change in the team, department or division.

## **WHO SHOULD ATTEND**

- Managers and high potential junior managers on a development path
- Second tier managers responsible for sections, departments or divisions and potentially multiple teams

## **HOW YOU WILL BENEFIT**

- Understand and recognise the areas of organisational change and how they are relevant to career development
- Learn how to adopt a firm approach, with clear goals, when making recommendations for change
- Prevent your organisation from becoming stagnant by learning how to be adaptable when the needs of the organisation fluctuate
- Increase productivity and enhance growth within your organisation by promoting and introducing new procedures and innovation

*Two-day course 08:30 -16:00*

*Tel: (031) 267 1229*

[sales@kznbtc.co.za](mailto:sales@kznbtc.co.za) / [www.kznbusinessstraining.co.za](http://www.kznbusinessstraining.co.za)

**WHAT WILL BE COVERED**

<p><b>Module 1</b> <b>Recognise areas in need of change</b></p>	<p><b>Module 2</b> <b>Make recommendations for change</b></p>	<p><b>Module 3</b> <b>Implement change</b></p>
<ul style="list-style-type: none"> <li>• Benchmark performance of the section / division / department against Best Practice standards to identify any need for change</li> <li>• Use external factors to identify any need for change</li> <li>• Analyse changes to the organisation's operations to identify any need for change in the section / division / department</li> <li>• Determine the desired ideal, future state for the organisation</li> </ul>	<ul style="list-style-type: none"> <li>• Make clear, goal-directed recommendations for consideration by senior management</li> <li>• Approach all key stakeholders with the recommendations</li> <li>• Identify barriers to achieving the desired future state and present solutions to senior management</li> <li>• Take the organisation's readiness and capacity for change into account and address it in the plan</li> </ul>	<ul style="list-style-type: none"> <li>• Implement change according to the agreed plan</li> <li>• Put other systems to support the change in place timeously</li> <li>• Assist individuals with overcoming resistance to change and reward them for positive contributions</li> <li>• Monitor progress towards the achievement of the goals to ensure smooth implementation of plan</li> <li>• Report progress towards the achievement of the goals regularly to all stakeholders</li> </ul>