Managing Change and Innovation

AN IMPELLUS LEADERSHIP AND MANAGEMENT COURSE

impellus

The course helps delegates to consider why ongoing change and innovation is so crucial in today's business world and how to create an environment where all employees are encouraged to find opportunities to make a difference, from the introduction of innovation to the implementation and measuring stages of successful change management. It focuses on the human aspects of change; how to communicate changes, how to influence adoption, as well as how to overcome barriers and disapproval. Planning and monitoring tools provide delegates with a path to successful workplace change management.

For all dates and venues, see here or call **0800 619 1230**

This course can be taken individually or as part of an Impellus Certificate of Learning in Senior Management and Leadership at Level 4.

9:30 – 10:00	Welcome, overview and introduction to the programme
10:00 – 11:15 *Why change? Looking for opportunities*	• The benefits of change and innovation in organisations. • The potential consequences of disregarding the need to change. • Identifying opportunities to change and innovate. • Listening to the voice of the customer. *The initial session gets right to the heart of the importance of innovative change in organisations and the benefits that can be experienced. Time is then spent exploring some lessons learned from industry before identifying opportunities for change and innovation within their organisation.*
11:15 – 11:30	Break
11:30 – 13:00 *Engaging people – the biggest challenge*	• Identifying and engaging interested parties. • Closing the 'gulf of disapproval'. • Thinking styles – modifying our approach. *In this session delegates identify the key people involved in their change situations and discover how to develop communication plans to ensure smooth transition and buy-in. They then look at how the psychology of change can affect successful change initiatives and explore ideas to improve their influence through analysis of Thinking Styles.*
13:00 – 14:00	Lunch
14:00 – 15:15 *Nudging and supporting through the curve*	• Nudge theory - leading and influencing change. • Understanding the change transition curve. • Exploring the main aspects of managing complex change. *Nudge Theory and The Change Transition Curve are introduced to further understand how to take people with you while managing change in organisations, before considering the crucial steps involved in implementation.*
15:15 – 15:30	Break
15:30 – 16:30 *Structuring a robust plan*	• Planning your change – ensuring clarity of process and communication. • Bringing it all together and action planning. *The final session provides an opportunity for delegates to plan their own change or innovation programme using a structured approach to make sure nothing is left to chance. The day concludes with everybody back together to draw up their individual action plans.*

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.