

CHANGE AGENTS

IN LG



Selecting your best change agents to deliver your change

“IT IS **IMPERATIVE** THAT YOUR CHANGE AGENTS ARE **ALL ON THE SAME PAGE.**”

A change agent acts as a catalyst and also takes responsibility for managing change. If you have some big changes looming, you need to pick and train your change agents wisely. It is imperative that your change agents are all on the same page. Their communications need to be similar, or the organisational fear of the change will outweigh the actual change.

So when was the last time you formally trained your change agents? Previous participants really enjoyed this course as it helped them to understand their collective roles and responsibilities within the change. When change agents reach a tipping point, the need for change will permeate through the Council. These tipping point change agents will also help people focus on the benefits of the change. Many Councils can recall a change initiative that didn't have enough internal support. Without this critical support, the change project fell apart and in the process some of the best people jumped ship.

KEY LEARNING OUTCOMES:

At the conclusion of this course participants will be able to:

- Develop clear change strategies for the change
- Discuss the stressors of the change
- Think forward to the benefits of the change (create a vision of change)
- Ascertain the collective roles and responsibilities of your change agent cohort
- Plan for resistance, fear and change saboteurs
- Establish a sense of urgency (a burning platform)
- Plan and create some short-term wins
- Change your dialogue to be “change positive”
- Develop empathy towards people who fear the change
- Manage the change by walking around (and asking questions)
- Break routine patterns of thought e.g We've always done it this way

NUTS AND BOLTS

Guidelines

- **Group Size:** An ideal group size is 4– 10 participants.
- **Venue:** For your convenience, you can choose to conduct this program at your offices. Alternatively, we can provide a venue at a small additional cost.
- **Cost:** Upon request.
- **Target Audience:** Existing and budding Change Agents.

Email: Deborah at ddear@preftrain.com.au or visit our website today: www.preftrain.com

Look at what you receive within 24 hours at no cost:

- a program outline
- a bio of a proposed facilitator
- program cost
- possible dates (if requested)

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