# Manager as Change Champion

rganisational change is an ongoing dynamic for contemporary organisations as they look for improvement and efficiencies. Managers and team leaders play a vital role in the change process as they straddle the gap between strategy and operations and therefore they need be clear about their role in leading and supporting change.

This breakthrough course influences managers to impact positively on the change. Importantly, managers learn how to become change champions and permeate change through your organisation. The session has some proven change frameworks including the Scott and Jaffe Change Cycle and the ADKAR framework.





Melbourne	Tuesday, 26 August, 9.00am – 12.30pm			
Sydney:	Wednesday, 10 September, 9.00am – 12.30pm			
Brisbane:	Wednesday, 15 October, 9.00am – 12.30pm			
Perth:	Wednesday, 29 October 9.00am – 12.30pm			
Adelaide:	Wednesday, 3 December, 9.00am – 12.30pm			
Canberra:	Tuesday, 9 December, 9.00am – 12.30pm			
INVESTMENT	\$390 + GST			

### **KEY LEARNING OUTCOMES**

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

- Describe common reactions to change
- Distinguish between different reactions to change
- Identify own reactions to change and how they influence behaviour
- Choose to respond to change rather than react to change
- Apply the Scott and Jaffe model to manage self and staff through change

- Review the change process using the ADKAR framework
- Develop practical strategies to lead and support change
- List the behaviours of the ideal change champion
- Describe how team leaders and managers can impact positively and negatively on change management
- List positive drivers that will boost levels of workplace optimism

### PREFERRED TRAINING NETWORKS

Ph: 1300 323 752 email: mail@preftrain.com.au Web: www.preftrain.com.au



## **Manager** as **Change Champion**

### **1. Program outline** Training Areas

MODULE 1:	LEARNING OUTCOMES
Why Organisational Change?	<ul> <li>Drivers of Change</li> <li>Continuity of Change</li> <li>Managing different personalities</li> <li>Working people through the change cycle</li> <li>Communicating openly &amp; regularly</li> </ul>
	Group exercise, individual reflection, buddy talk. Trio role-play.
MODULE 2:	LEARNING OUTCOMES
ADKAR	<ul> <li>Awareness of the need for change</li> <li>Desire to participate and support change</li> <li>Knowledge on how to change</li> <li>Ability to implement required skills and behaviours</li> <li>Reinforcement to sustain change</li> </ul>

Interactive discussions, group discussions and individual reflection.

MODULE 3:	LEARNING OUTCOMES				
Scott and Jaffe Change Model	<ul> <li>We deny the change</li> <li>We resist the change</li> <li>We explore the change</li> <li>We are committed to the change</li> <li><i>Facilitated discussion, practical</i></li> </ul>				
	exercise.				
MODULE 4:	LEARNING OUTCOMES				
Change Cham- pion - Action Plans	<ul><li>Individual reflection</li><li>Pair reflection of how to apply the skills learned, back at work.</li></ul>				
	Individual exercise.				
S.P	×.				



SEND/EMAIL THIS REGISTRATION FORM TO PREFERRED TRAINING (CONTACT DETAILS BELOW) :

Name:				Title:			
Name.				nue.			
Company:							
Address:							
Phone:	Fax:		Ema	ail:			
Please invoice r	my organisation: Cheque enclosed:		Signature:				
or pay by credit	card: Visa 🗌 Mastercard 🗌 Card ho	older Na	me:				
Card Number:				Card E	Expiry/		
Signature							
Number of seats f	or 'Manager as Change Champion'		X \$390 + GST	Melbourne	<b>e:</b> Tuesday, 26 Augus	st, 9.00am –	12.30pm
Number of seats f	or 'Manager as Change Champion'		X \$390 + GST	Sydney: Wedne	esday, 10 Septembe	er, 9.00am –	12.30pm
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Number of seats	for 'Manager as Change Champion'		X \$390 + GST	Canberra:	Tuesday, 9 Decembe	er, 9.00am –	12.30pm
Total for Train	ing Program: \$						

Please Note: 1. Cancellations not received 15 working days before the event will be payable in full. 2. A tax invoice will be issued prior to the event. 3. Payment must be received prior to the event.

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