

CHANGE MANAGEMENT

We live in very fast-moving times, which require teams to be permanently ready for change. Sometimes they can influence it, sometimes they are just affected. Employees are also confronted with change when working with customers. "Moving targets" are part of everyday life.

The central task for managers is to provide orientation and ensure that aims can be achieved in the best possible way. It is important to invest more energy in self-management and at the same time to accompany and develop the team.



FACTS



LANGUAGE

German
English



COURSE TYPE

Presence Training
Online Training



REQUIREMENTS

None



AVAILABLE

Inhouse



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FACTSHEET ONLINE



TRAINING DESCRIPTION

In this training, we will examine our reaction patterns to change and address the essential needs to get through change processes successfully. We work on how people react in change processes and how to deal constructively with resistance without losing sight of the goal of change.

You will also learn how to set up and manage change processes correctly after we have developed a meaningful, emotional picture of a change vision. The training is based on the methodology of experiential learning. In training, we follow the 4-step Coverdale - learning cycle of planning - implementation - review - consolidation.

The delegates will reflect on their change processes and develop ideas for improvement.

CHANGE OF PERSPECTIVE



The Coverdale "Decision Onion" helps executives and project managers to explain change projects.

CONTENTS AT A GLANCE

FUNDAMENTALS

- The difference between change and transformation
- Strengthen the openness to change
- How modern organizations as social systems react to change
- Get to know and feel the essential components of a change process

THE HUMAN BEING IN THE PROCESS OF CHANGE

- Get to know the change curve as a model
- Recognizing resistance, understanding it as a system reaction and learning to set the appropriate interventions
- Exploring the field of tension between sanctioning power and empathy

LEADERSHIP AND CHANGE

- Recognizing communication as a critical success factor in change processes
- Get to know and try out communication measures
- Get to know tools of change management (not project management)
- Planning and implementing change processes in a structured way

PEER COACHING

- Reflecting your change processes
- Develop ideas for improvement

