

Transformational Change (1-day)

Today's organisations are facing huge challenges and opportunities in the face of unprecedented turbulence, market dynamics and technological developments. The need for effective and rapid transformational change is greater than ever, but how can this be achieved successfully whilst meeting the daily demands of running the operation and taking care of our customers?

This intensive 1-day workshop introduces the latest thinking for all types of change, but with a particular focus on accelerated transformation in terms of culture change, leadership behaviours, and structures and systems which enable that change to be effective, rapid and sustainable. Delegate materials will be provided and reinforced by case examples, video, exercises and team based discussions to bring the concepts to life.

Who is the course for?

This training workshop is suitable for executive and change/transformation leaders and sponsors, especially those looking to drive the bold change necessary to succeed today, regardless of your industry or business. Crucially it describes how to focus and align your people's energy and urgency around the 'Big Opportunity' for transformational change.

No previous formal training in Change Management or Transformational Change is required, although delegates' experience and insights will be helpful and explored during the course as the group will gain additional learning from each other.

How can I take this course?

This course is an intense and unique 1-day programme, combining discussion, classroom and practical exercises.

Transformational Change - Course Content

The programme is composed of the following sections:

- ▶ Why we need to consider change management
- ▶ The Kotter Accelerate model and how it differs from the established 8 steps
 - Change management versus change leadership
 - Left brain/right brain organisations and how they develop
- ▶ An Overview of each of the Accelerators and the type of skills and tools that might be needed to deliver them
- ▶ The challenges the dual system might bring
- ▶ Looking in a bit more detail at a couple of these topics – the Big Opportunity and the Servant Leader
- ▶ Deciding which approach to use and assessing readiness to change
- ▶ How it works in practice
- ▶ Next steps and how Catalyst can support you

Supporting Materials

To reinforce and support those attending the training we will supply a wire-bound copy of all the slides and exercises, along with any templates that are used during the session.

Change and Transformation: Kotter's two models

8 Steps Model
(for continuous improvement & project led change)



Accelerate Model
(for step change improvements)

