

Course Title: Organisational Development

Aim

To provide delegates with the tools and strategies to support organisational development and management of change.

Who should attend?

Professionals involved in supporting and implementing change within organisations.

How long does the course last?

This is a one day (6 hour) course with lunch and breaks.

Course Content

- Skills and behaviours of an effective change leader
- Organisational culture
- Assessment models
- Organisational and team barriers
- John Kotter's 8 steps
- Importance of stakeholders
- Succession management

By the end of the course, learners will:

- Be able to state the skills and behaviours of an effective change leader
- Be able to explain why organisational change is paramount for business survival
- Understand organisation culture and how this develops over time – climate, norms and values
- Be able to apply change assessment models to highlight internal and external pressures and influences
- Be able to anticipate and overcome organisational and team barriers to change
- Be able to apply John Kotter's 8 steps to change to ensure success
- Be aware of the importance of engaging stakeholders, including stakeholder analysis
- Understand the importance of succession management, training and wellbeing and managing this within a pressured work environment