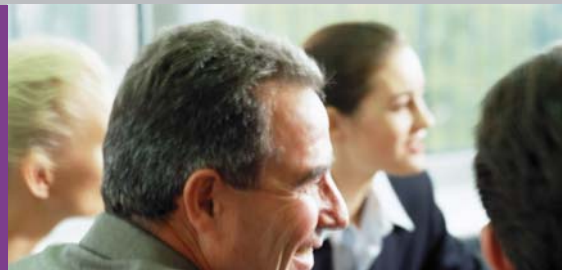


BUILDING COMMITMENT TO CULTURAL TRANSFORMATION



COURSE OUTLINE

When change is transformational – more than a new ‘form’ or process – organisations experience a fundamental shift in ‘how things are done around here’. Engagement, buy-in and behavioural change are key to the change success. This takes time, planning, support and senior leadership commitment.

This program equips senior leaders and those responsible for making change happen in an organisation with an understanding of what is required to affect cultural change. While this program covers off the strategic and conceptual process of cultural change, planning, measurement and evaluation, it also allows opportunity for the critical discussions between senior leadership about buy-in, role modelling, personal accountability and long-term commitment to the change process.

OBJECTIVES

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

- > Determine the current maturity or readiness for change and develop strategies for preparedness
- > Improve influencing skills with stakeholders, employees, partners and clients to gain commitment to the change process
- > Determine the best fit cultural change process and tools for the needs of the group or organisation
- > Engage the hearts and minds of those impacted by the change and prepare for the least possible impact to performance during the transition
- > Decide on measurement and evaluation processes to be able to communicate the effects and success of the change even as it takes time to gain momentum
- > Develop ownership and action from those involved in the change rather than having to own it alone with minimal support
- > Have conversations to lead people through resistance
- > Have robust discussions to hold others accountable to the necessary behaviour change and role modelling



> NATIONALLY ACCREDITED OUTCOMES:

This program can be customised to meet the requirements of Nationally Accredited Courses

> DELIVERY MODE:

Blended – pre and post work activities to embed the skills from face-to-face classroom style training

> TARGET AUDIENCE:

Senior leaders, change agents, HR and OD professionals

> PREREQUISITES:

Preferably 1 year in a senior leadership or change role with responsibility for implementing technical or behavioural change initiatives at a team, department/division or organisational level

> DURATION:

2 days with optional half-day coaching follow-up

OTHER PROGRAMS YOU MAY BE INTERESTED IN:

- > Building a Culture of Innovation and Continuous Improvement

This course is part of the

>> CONTRIBUTION
suite of programs