



AT A GLANCE:

M MANAGING CHANGE



WHAT'S THIS THEME ABOUT?

“Change is the only constant.”
 – Heraclitus, Greek philosopher

Sounds familiar? If it does, it's probably because we've been saying it for such a long time! The only thing we can be sure of in life is that things won't stand still for very long.

Today, the pace and frequency of change continues to rapidly increase. As technology, communication and innovation continue to evolve however, the people who use them sometimes struggle to keep up. As Managers and Leaders we need to find new ways of dealing with this reality.

This theme is all about understanding change, and helping Managers guide their people through it as painlessly as possible.

WHY IS THIS IMPORTANT?

“People don't resist change. They resist being changed!”

– Peter Senge, Author, *The Fifth Discipline*

‘Change’ is both a simple and a complex process. It can range anywhere from a simple team process change to a major organisational transformation. ‘Managing change’ or ‘change management’ plays a critical role in an organisation – allowing it to respond quickly and proactively to challenges both internally and externally.

This Management Matters theme introduces a structured approach for ensuring that change, both team and organisational, is thoroughly planned, smoothly implemented and that the lasting benefits of change are achieved.

IDEAL OUTCOMES

Managing Change is about our management team understanding:

- The dynamics of change
- The impact of change – on individuals and the team
- The contributors to successful change management

Managing Change is about our management team being able to:

- Effectively manage their team through change
- Apply a methodology for managing resistance to change
- Create a roadmap for an upcoming change initiative

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