



AT A GLANCE:

M LEADING CHANGE



WHAT'S THIS THEME ABOUT?

“Change will occur. That is no longer a probability; it is a certainty.”

- Ken Blanchard, author and management expert

Change is everywhere around us - we live in a fast-paced world where change is happening rapidly. Most often, major external forces like new market opportunities or new competition stimulate change. For organisations to succeed, they must take on strategic shifts and evolve to a whole new level.

Therefore, leading change is about recognising these opportunities and driving change that results in increased or sustained productivity. Whatever the nature of the change is, whether planned or unplanned, this theme is about the critical role leaders play in creating an organisation ready for change. It's also about developing change champions - those with the capability to communicate 'change' clearly, shape a change vision people can commit to, build momentum, and trigger everyone into action.

WHY IS THIS IMPORTANT?

Leading an organisation-wide change initiative can be one of the most exciting responsibilities for a leader. Leading change can also be a double-edged sword with opportunities and risks involved. So now, more than ever, organisations need managers who are not only able to adapt to change but to drive change effectively.

IDEAL OUTCOMES

Leading Change is about your managers understanding:

- The difference between leading and managing change
- The dynamics of organisation-wide change
- The importance of a simple but thorough roadmap for leading change

Leading Change is about your managers being able to:

- Assess the organisation for change readiness
- Build a compelling business case for change
- Identify key stakeholders and champions
- Develop a high-level change plan to reinforce and sustain the change

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