

## People Change Management

(Manage Innovation & Change)  
INP-BIN-4127-1.1

### Workshop Description

Using the ideas of identified opportunities identified from Turning Ideas into Gold class, participants will learn how to drive and facilitate change management processes within the organisation which includes innovation and continuous improvement

### Competency Elements

Manage change processes which includes facilitating innovation at the workplace, implementing change strategies and processes and evaluating the impact of change

### Knowledge

At the end of the workshop, the participant will *know about*:

- Legal, ethical considerations and organisational policies and procedures relating to change management
- Professional or industry codes of practice and standards relating to change management
- Key concepts and importance of a learning organisation in relation to organisational change
- Theories and principles of change management
- Types and characteristics of positive and negative risks

### Abilities

At the end of the workshop, the participant will *be able to*:

- Implement change strategies and processes
- Identify systems and behaviours that may support or limit implementation activities
- Plan for predictable consequences of change by applying systems thinking
- Analyse data and feedback to establish trends and identify actions and resources required to ensure change processes generate required benefits
- Identify opportunities for growth or improvement based on current achievements
- Develop and review systems to share learnings from change implementation processes to guide future actions for improvement
- Address individual needs of team leaders impacted by change management

### Intended Audience

Participants interested in Leadership and People Management; participants of organisational Talent Development / Retention Program / New Manager Program and professionals interested in personal development.

### Methodology

This workshop will be conducted with a good blend of lecture, interaction, case studies and experience sharing.

**Duration:** 2 days