



FEELGOOD COACHING AND CONSULTING

Using emotional intelligence to create brilliance



FICSA WORKSHOP **A STRATEGY FOR SUCCESSFUL ORGANIZATIONAL CHANGE:** ***(SCBD Montreal, 7 October 2019)***

PROVISIONAL AGENDA

We all deal with change in the same way, going through the emotions of fear and uncertainty, through acknowledgement and acceptance that the change is inevitable, and looking at how to deal with it. The final step is to become comfortable with the change – until the next changes are announced, at which point the cycle begins again.

The challenge with change is that everyone goes through these phases at different speeds, and if not managed properly and without an agreed strategy, that can mean trouble for any business or organization.

In a multi-national organization, the challenges are intensified with differences in culture and educational backgrounds, and some managers will be uncertain about promoting a more inclusive approach to their work.

Yet human beings are the life blood of any organization, and in the same way that you get your car serviced or you install updates to your software, you and your staff need some attention to keep performing at your (their) best.

In this one-day workshop you will examine and understand the personality of your organization and look at ways in which you can manage change successfully by giving more ownership and personal accountability to your staff.

We will also look at how any type of change can affect your team, from someone being away on holiday, to a change in senior management, so that you have the tools to create a strategy that will allow you to support your staff effectively, and ensure that your organization achieves its goals.

In the 21st Century, leadership and management are two very different things and by tackling organizational change strategically and successfully, you will encourage your team to work with and serve your partners positively.

The workshop will include a presentation, videos, discussions, role plays and feedback.



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Language:	English
Duration:	One day
Target Group:	Staff Reps, Managers, Section Heads, Team Leaders,
Number of Participants:	Minimum 8 – Maximum 35
Requirements:	A data projector with suitable sound system, flipchart and pens, notebooks and pens for participants

AGENDA

09 :00	Introduction and outcomes
09 :30	The only constant is change: the three phases of change
09:45	How leadership is changing and hierarchies are developing

10:30 Break

10:45	Change in the context of your organization – is it necessary?
11:30	Technology and how it's impacting communication

12:00 Lunch

13:00	Planning for change and creating a strategy
14:00	Supporting others through change

14:30 Break

14:45	Aligning policies and processes to your organizational culture
15:30	Maintaining trust and staff engagement
15:45	Questions and Answers - Review
16:00	End of workshop