City & Guilds Senior Award: 2. Leading Organisational Change

Module overview

The Leading Organisational Change module will help your people to understand and build an organisational culture of performance and total employee commitment. Individuals will develop the ability to lead organisational change strategically within your organisation, and to plan an appropriate programme of change within their area of responsibility. To achieve the qualification individuals must undertake a practical improvement project to implement what they have learnt.

The results

On completion, individuals will understand:

- The key drivers for organisational change.
- The likely impact that change would have on your organisation.
- How to plan for, and overcome the likely barriers to change.
- How to develop and apply a change programme for your organisation through a work-based project.
- How to develop a communications plan.

This will help your company to:

- Delegate and empower your workforce to take on greater responsibility.
- Become more agile and responsive to the current market situation.

For the individual: Participants will receive a City & Guilds Licentiateship qualification, awarded through the University of Leeds. This is a nationally recognised higher education qualification focused on improving an individual's ability to add value to your organisation, and would be taken into consideration if an individual were to go on to seek entry to the higher level (Postgraduate Certificate or MSc) courses.



The content

- Drivers for change
- Critical evaluation of the proposed strategy/change using SWOT and PEST
- Mapping the “as is” and “to be” states using McKinsey 7S’s
- Using models of change (Organisation: Lewin and Individual: Kübler-Ross and simple 4- step)
- Scenario Planning
- Assessing Options: Feasibility, Suitability, Acceptability
- Leading people through change using the Kotter 8-step model
- Impact Assessment – Self and Team (Force Field); overcoming barriers
- Stakeholder mapping
- Appropriate Leadership Styles - Supportive vs. Directive in Situational Leadership
- Basic Project Planning – Gantt Chart
- Communication and Feedback

Commitment required

- A typical module consists of 4 consecutive days of training either on or off site
- Typical time scale is 8 weeks with project support available -
- Following the taught sessions, each individual must complete an assessed work-based project focused on improving a particular area of your business, which will require additional study and preparation time.

Cost

Cost per participant £1500 Plus VAT

For more information about current open courses or more details please contact

Kerry Cochran on Tel 07985582753 or Email kerry@lean-business-solutions.co.uk
Phil Hanson on Tel 07817113556 or Email phil@lean-business-solutions.co.uk
Ian Pearson on Tel 07591648701 or Email ian@lean-business-solutions.co.uk
Colin Parry on Tel 07967324146 or Email colin@lean-business-solutions.co.uk
Brian Keeley on Tel 07778375752 or Email brian@lean-business-solutions.co.uk

www.lean-business-solutions.co.uk