



CHANGE MANAGEMENT 2-DAY MASTERCLASS

Change Management And Transformational Leadership: *How Leaders Change Teams, Companies, and Organisations*

Deepen your understanding of how leaders produce change in organisations. Specifically, how leaders establish a compelling direction, align people and groups, and inspire and motivate them to achieve goals and objectives. Examine the myths about change management, different conceptions of transformational leadership, as well as understanding various theoretical models. It seems that we continually hear people discussing the need for more effective leadership and there are a plethora of experts willing to give their opinions. Ask 10 of these experts for a definition of effective change management, and you will receive 17 different answers.

In this learning program we will: dig deep into the change process; examine why individuals and organisations resist change; the critical steps in a successful transformation process; intrinsic and extrinsic motivation; persuasion and negotiation, and learning, creativity and innovation.

Change Management And Transformational Leadership

Change is an organic process, not a single event. It's made by individuals first—and then organisations. The oft-quoted saying, "It's not personal, just business", doesn't hold true, because change is a highly personal experience for those involved and necessitates a gradual growth in feelings and skills. There has to be a clear shared vision along with the pressure for change. If there is no pressure for change, then prioritisation is low, and there is little action. The ability to see and understand where the change will bring the organisation is vital.

Change is an inevitable part of life and an inevitable part of business survival today, and for you to cope with it, you should be aware of that and the reasons it's so difficult for some people to embrace it. Technology, consumer demand, globalisation, competition, and the economy; all of these factors contribute to the need for every business to move with the times to survive. Companies that want to grow have to change to remain viable and continue growing. That's the very nature of growth—it brings about and demands change.

The million dollar question remains: **How do you deal with change?** How do you make it a painless, seamless part of what you do every day, and how do you reinforce the positive things it can bring your business and your people? How do you ensure you don't get lost in the change management maze? Active change management skills drive all successful organisations. In this two-day management program, you will learn about the skills that enable you to define the fundamental concepts associated with change that will improve your outcomes and results successfully.

At the conclusion of the two days, delegates will have templates, systems, checklists, etc., so they can action transformation and manage the implications of change in their organisation.

Why choose Change Management Training with Ric Willmot?

- ◆ Relevant to a broad spectrum of industries globally.
- ◆ Enables organisations to develop and grow with minimum difficulties.
- ◆ Reduce resistance to change, consequently improving morale and organisational culture.
- ◆ Execute change quickly and efficaciously, thereby producing increased productivity.
- ◆ Knowledge and understanding of Change Management principles.
- ◆ Ric Willmot is the author of the bestselling book: **CHANGE 601** available on Amazon.



This Change Management program equips you with the knowledge, methodologies, tools, and leadership skills to develop and execute the best strategy and operational tactics for your organisation in a quickly evolving business world. You will also gain a global perspective that helps you identify new opportunities. This course is designed for new and existing managers who know how important it is to get change management and transformational leadership right.

Each delegate will receive:

- 1) 4GB USB that will contain the workshop materials, workbook, checklists, templates, etc.
- 2) a free copy of Ric's paperback, "Change 601" published by Mayfield Research: Value K120 per person.

PORT MORESBY 14-15 MAY 9 AM - 5 PM

LAE 17-18 MAY 9 AM - 5 PM

2-DAY AGENDA

- ◆ Why is Change Management so important? What's the ROI?
- ◆ What really is Organisational Change and how does it fit into corporate life?
- ◆ Assessing the necessity for change
- ◆ What constitutes effective change management? ◆ Who are the key players? What are their roles?

- ◆ Sponsorship & Support - Two Critical Keys
- ◆ Why Executive Sponsorship is a Critical Success Factor
- ◆ Understanding the change management challenge as a team
- ◆ Implementing Change to Attain Optimum Results
- ◆ Creating innovative strategies and techniques for effective results ◆ Checklist for Resistance to Change

- ◆ Assessing the Psychological Environment for Change
- ◆ The reasons for people resisting change and strategies to overcome this
- ◆ Overcoming the popular mistakes and causes of failure
- ◆ Using various tools, diagnostics and instruments that can and should be used for creating successful long lived change
- ◆ 5 behavioural factors to successful influence and manage stakeholders
- ◆ Understanding the Change Models ◆ ADKAR Model for Change
- ◆ Kurt Lewin's Change Management Model ◆ Kotter's 8 Stages of Change Management
- ◆ Gleicher's Formula for Change
- ◆ Next-Level Change & Transformational Leadership
- ◆ Force Field Analysis Extended - working with your employees to make them more effective
- ◆ The Life Cycle Questionnaire - an indicator of organisational effectiveness
- ◆ Improving Your Success in Change by Eliminating Execution Failures
- ◆ How to recognise and mitigate organisational land mines during change

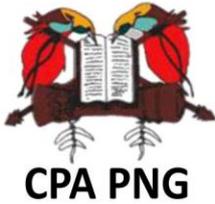
- ◆ Communicating the Change Vision
- ◆ Organisational and stakeholder empowerment
- ◆ Anchoring new approaches in culture
- ◆ Reinforcing change in support of operational success
- ◆ Evaluating your progress to minimise mistakes and focus the objective



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REGISTRATION FORM



Executive Professional Development
Workshop by Ric Willmot



Change Management – 2-DAY MASTERCLASS

Tick which venue you will be attending	14-15 May 2018, 9am-5pm	17-18 May 2018, 9am-5pm
Attendance	Port Moresby Holiday Inn, Conf Room <input type="checkbox"/>	Lae, Lae International Hotel, Conf Room <input type="checkbox"/>

TUITION

Member	K2,288 (GST inclusive)	<input type="checkbox"/>
Non-Member	K2,750 (GST inclusive)	<input type="checkbox"/>

2 Delegates from the same organisation receive a 10% discount.

3 Delegates from the same organisation receive a 15% discount.

4 or more Delegates from the same organisation receive a 25% discount.

Given Name : _____ Surname: _____ CPA ID: _____
 Email : _____ Phone: _____ Mobile #: _____
 Position : _____
 Organisation : _____
 Address : _____

Account Details:

A/C NAME : CPA PNG
 BSP A/C # : 1000020001
 Branch : Gordons Commercial Centre
 BSB Code : 088951

Cancellation Notice

Cancellation advice must be confirmed with us a week before the workshop scheduled date. Failing to do so will result in payment being forfeited in lieu of expenses incurred in catering and related costs on the workshop.

Please forward completed registration form with payment details to:

Attention : Roddie Soweri
 Phone : 3212105/3217698
 Fax : 3200469
 Email : roddie@cpapng.org.pg or cpapng@cpapng.org.pg

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