



Effectively Manage Change as a Leader

The Lunch & Learn Series is an innovative leadership development program for supervisors and middle managers. Its designed to build core leadership competencies in the areas of

- ✓ Effective feedback
- ✓ Personal influence
- ✓ Team performance
- ✓ Maximising performance
- ✓ Understanding people
- ✓ Effective meetings

Each of the six units are one hour and focused and practical. The units are presented over lunch (AEST) to minimise interruption in the workplace. They are piped into the computer screen of the manager while they eat their lunch.

After each unit, participants receive a set of PowerPoint slides and a full audio recording for revision, or if they missed the presentation. The units are interactive, participants can ask questions throughout the broadcast and are encouraged to email the presenter between sessions with their questions and share their success stories.

Program

Unit 1—The Four Emotional Responses to Change

The stages that people go through in any change process is predictable. If these emotions are managed effectively by the leader, change becomes easier. This session introduces you to the model and considers the key issues in managing change effectively.

Unit 2—Kotter's 8-step Model of Change and its Application

Kotter's change model is one of the best approaches to change. Kotter argues that all 8 steps are critically important to change. This session reviews each stage and makes practical suggestions for their successful implementation.

Unit 3—Using a S.W.O.T Analysis for Change

SWOT is a great tool to evaluate an individual, team, or organisation. By identifying strengths, weaknesses, opportunities, and threats, leaders can develop practical strategies of implementing effective change. This session considers some effective ways of using SWOT within your team to bring about powerful, positive change.

Unit 4—Using Forcefield Analysis for Change

Lewin's Forcefield Analysis is a great tool for identifying the environmental forces that favour change and those forces that inhibit change. The Forcefield Analysis is a great tool to plan change and consider the factors that will drive and impede successful change. This session will explain the model and how it can be used to improve the planning process of change.

Unit 5—Dealing with Resistance to Change

Resistance is inevitable during any change process. However, resistance can be minimised with thought and planning. This session considers the various reasons people resist change and how these factors can be overcome.

Unit 6—Strategies to Deal with the Professional Resistor

All organisations have a small minority of employees who are resistant to any changes, regardless of whether they are positive or negative. These professional resisters can interrupt the change process. This session explores some strategies to deal with these difficult individuals.

Benefits

Organisation

By investing in your leaders, you create organisational leverage. The benefit for your organisation in enrolling your leaders in this series is that it's a cost-effective alternative to sending people away to an expensive course, with little relevance to your workplace. The program is completed over lunch and is short, focussed, and practical.

Leader

The leader can develop their career skills over lunch and minimises the disruption to their normal day. The tips and tools can be implemented immediately after lunch, while it's fresh in the leader's mind.

“By any measure, you are a very effective speaker and educator I have found your webinar’s especially intriguing. Thanks for the great learnings you have been delivering through this online program. I have taken away with me some great tips that I now use in my work place to motivate and get the best out of my crews”.

Tony Chicco – Queensland Fire & Emergency Services

“Fantastic session Tim, I liked how clear and concise your points were and how you facilitated in context but also offered suggested questions to ask in each situation – for myself its half the battle to think about these little things!”

Byron Mitchell —Amart Sports

Presenter

Dr Tim Baker is an internationally recognised authority on leadership, management and organisational development. In 2013, Tim was voted one of the 50 Most Talented Global Training & Development Leaders by the World HRD Congress. In a nutshell, Tim has conducted over 2,430 seminars, workshops and keynote addresses to over 45,000 people in 11 countries across 21 industry groups.

