

All Change!

Change is a constant in today's world - being able to handle it well is a must for all successful managers.

-  **1 hour + debrief**
-  **3-24** (1, 2, 3 or 4 teams of 3-6 per team)
-  **For staff at any level**
-  **No computer required**
-  **350 ex VAT**



Learning objectives

- how to plan for change
- how managers can introduce effective change strategies
- identification of potential problems for staff undergoing change
- the importance of detailed forward planning
- key levers to use when change is on the horizon and underway
- seven steps to successful organisational change

About the activity

All Change! sets up a simple situation for teams: an organisation, spread across two sites in the city, is about to move to a single site outside the city. How should it best be handled?

The move will cause disruption in a number of ways. For some staff it will mean a longer commute, for all it will mean moving from a city-base to a rural environment. The computer system to be installed at the new location is familiar to staff in one of the two sites, but not the other. More staff are to be recruited and some job roles will change. The changeover is due to take place in one year's time.

Faced with this situation teams are asked a crucial question: What major considerations and challenges can you identify for a smooth and seamless transition to the new site - and exactly how would this work? You can instruct all teams to work on the question from the managers' point of view OR, for more learning points, you can have one of the teams working on the staff viewpoint.

Participants should identify the issues arising for managers including forward planning, people's resistance to change, the problem of poor communications, not giving staff 'ownership', the importance of being straightforward and breaking down the silo mentality.

For issues arising for the staff undergoing the change, they should identify a convincing reason why the change is necessary, clarify the rewards, positive outcomes and benefits, and recognise fears and concerns around uncertainty, redundancy and losing the status quo.

Pack contents

- Trainer's Notes
- Team Briefs
- Handout 1: Key Points
- Handout 2: Seven Steps to Successful Change

Ideally suited to

All staff - to help learn how best to handle change in the workplace and to embrace change as a force for good.



All Change!

FACTSHEET

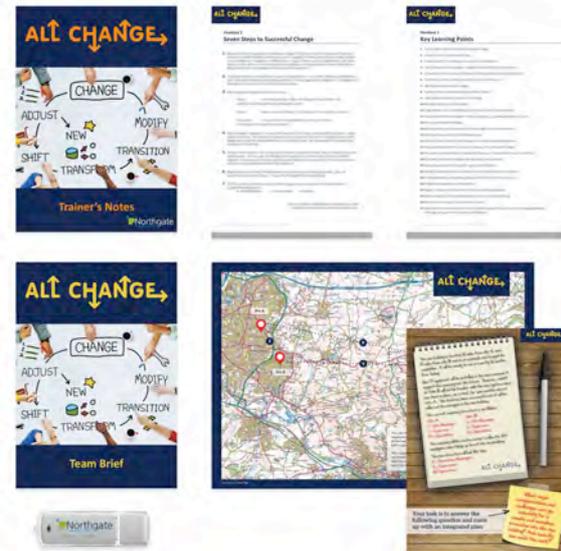
Customer reviews

“ All Change! is highly thought-provoking, *immersive* and *interactive course*, emphasising the *key change strategies* for employees at all business levels.

Heide Dubison, Learning & Development Manager, FTI Consulting

“ 'All Change!' was *superb fun* with lots of learning! Thanks Northgate – you never cease to *amaze* me.

Neil Porter, Training Specialist Supervisory Division, BAPCO Bahrain



Trainer's role (full guidance supplied in Trainer's Notes)

- Briefly introduce the topic of change.
- Divide the group into teams of approx. 3-6 per team.
- Issue one or more copies of the Team Brief to each team.
- Simply allow teams about 40 minutes to study the Brief and formulate a 'change' plan. Teams can go into as much depth as you/they choose - although no further information is supplied.
- At the end of the allotted time ask each team to prepare a brief presentation about how they would tackle the problem. Then ask teams in turn to present.
- Lead an informal discussion with the whole group to summarise their different approaches, priorities and plans and identify any shortfalls and potential problems.
- Use Handouts 1 & 2 to consolidate the learning. First is a list of key points you would expect teams to cover (and outlined in the Trainer's Notes). The second is a Seven-Step guide to handling change successfully. Issue this for participants to take away.

Northgate says...

This is an interactive training exercise on how to ensure a smooth transition in any change process. It is a useful and engaging learning resource both for managers, who implement change, and staff who undergo change.

Ordering is easy!

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Northgate customers

