HOLISTIQUE TRAINING



Empowering Change Agents: Cultivating Change Readiness

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Duration: 5 Days

Language: en

Course Code: PH1-140

Objective

Upon completion of this course, participants will be able to:

- Understand the fundamentals of change management and its impact on individuals and teams.
- Learn strategies for developing a change-ready mindset in others.
- Gain skills in communicating change effectively to build trust and reduce resistance.
- Develop coaching techniques to support team members during times of transition.
- Create an environment that encourages adaptability, resilience, and continuous learning.
- Learn how to identify and address barriers to change within a team or organisation.

Audience

This course is ideal for:

- **Managers and Team Leaders** : Individuals responsible for guiding their teams through organisational changes.
- **Human Resources Professionals** : Those involved in change management, employee development, and building a supportive workplace culture.
- **Project Managers** : Professionals managing projects that involve significant change or transformation.
- **Change Agents and Coaches** : Individuals tasked with leading change initiatives and fostering change readiness within organisations.
- **Emerging Leaders** : Those aspiring to take on leadership roles and drive organisational change.

Training Methodology

The course adopts a blend of theoretical learning and practical application to ensure participants gain a deep understanding of change readiness strategies:

- **Instructor-Led Lectures** : Detailed presentations on change management principles, communication strategies, and coaching techniques.
- **Interactive Discussions** : Group discussions where participants share experiences, insights, and best practices for building change-ready teams.
- **Role-Playing and Simulations** : Exercises where participants practice coaching techniques, managing resistance, and communicating change.
- **Case Study Analysis** : Real-world examples to illustrate successful change initiatives and provide lessons on overcoming barriers.
- **Workshops** : Hands-on activities that involve developing change-readiness plans, communication strategies, and coaching scenarios.
- **Self-Assessment and Feedback** : Participants will assess their own change readiness approach and receive feedback for improvement.

Summary

Change is an inevitable aspect of growth and success in any organisation. However, fostering change readiness within a team or organisation can be challenging. The "Empowering Change Agents: Building Change Readiness in Others" training course is designed to equip leaders, managers, and professionals with the skills to prepare their teams for change, cultivate a mindset of adaptability, and promote resilience in the face of transformation. This course emphasises encouraging others to embrace change proactively rather than resisting it.

Participants will learn the principles of change management, explore strategies for developing change-ready mindsets, and understand how to empower team members to become active contributors to positive change. This includes identifying barriers to change, communicating change effectively, building trust, and creating an environment where feedback and continuous learning are encouraged. The course also covers coaching techniques to help individuals adapt to change, align with new goals, and remain motivated throughout the transition process.

By the end of the training, participants will have the tools to inspire and guide others through change, fostering an open, resilient, and ready-to-tackle future challenges culture. This course is ideal for managers, team leaders, HR professionals, and anyone who leads people through change.

Course Content & Outline

Section 1: Understanding Change Readiness

- What is Change Readiness, and Why Is It Important?
- The Psychological and Emotional Impact of Change on Individuals
- Characteristics of a Change-Ready Mindset
- Identifying Barriers to Change within Teams

Section 2: Change Management Fundamentals

- Overview of Change Management Models (e.g., ADKAR, Kotter’s 8-Step Process)
- The Role of Leaders in Driving Change
- Understanding the Change Curve and Its Stages
- Building a Culture of Change Readiness in Organizations

Section 3: Developing a Change-Ready Mindset

- Encouraging Adaptability and Open-Mindedness in Teams
- Techniques for Overcoming Resistance to Change
- Building Trust and Psychological Safety to Support Change

- Fostering a Growth Mindset: Promoting Learning and Resilience

Section 4: Effective Communication for Change

- Crafting Clear and Transparent Change Messages
- Addressing Concerns and Providing Clarity on Expectations
- Active Listening: Understanding Team Members' Perspectives on Change
- Communicating Change as an Opportunity for Growth

Section 5: Coaching and Empowering Others During Change

- Coaching Techniques for Supporting Individuals Through Transitions
- Setting Goals and Providing Constructive Feedback During Change Initiatives
- Recognising and Celebrating Small Wins to Build Momentum
- Developing Self-Efficacy: Empowering Team Members to Take Ownership of Change

Section 6: Managing Barriers to Change

- Identifying Common Obstacles to Change (Fear, Uncertainty, Comfort Zones)
- Strategies for Addressing Resistance and Building Buy-In
- Conflict Resolution and Maintaining Team Cohesion During Change
- Continuous Feedback Loops: Gathering Input and Adjusting Strategies

Section 7: Creating a Continuous Learning Environment

- Encouraging Experimentation and Learning from Mistakes
- Providing Opportunities for Skill Development and Personal Growth
- Implementing Change-Readiness Training and Workshops
- Building a Support Network: Peer Mentoring and Team Collaboration

Section 8: Case Studies and Practical Applications

- Analysing Successful Change Management Scenarios
- Lessons from Organizations that Embrace Change-Readiness
- Practical Exercises: Developing a Change Readiness Plan for Your Team

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the

Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Administration & Secretarial, Human Resources Management (HRM), Management & Leadership

Tags

Change Management, Change agent, Change Readiness

Related Articles



Your Guide To Conducting A Change Readiness Assessment (With Template)

Uncover the importance of Change Readiness Assessment in empowering businesses for growth. Explore key elements, involvement, and benefits of conducting an assessment to thrive in an evolving market.