

CHANGE MANAGEMENT

Change Management Training is important in today's ever-changing professional world. Change - an essential prerequisite of progress, but we still manage to foul it up! Why is that?

We all know how important the whole process of managing change is to us all, to the company or the organisation to which we belong, to the teams which we are members of, or which we may lead, to our friends, families, schools, places of worship, and to us all as individuals.

nmcQC provides a basic to in- depth introduction to Change Management. Change takes place on four different levels:

1. The individual
2. Team
3. Organization / Place of work
4. Community / Society



All Organizational change management has to happen at all three levels as they are interrelated. As with all our programs, we work with you before, during and after a course. This ensures that our programs are creatively tailored to meet your needs.

Hence where change is concerned we always try to zero-in in to the following aspects and bring out the best ::

- where you were last year
- where you are today
- where you project you will be next year

From our assessment above we project where the lag is – where management wants people to be and where they are today - and focus on those lagging areas during the training.

The emphasis in the **change management training** program will cover the following areas:

1. Learning the fundamental principles that manage change.
2. Managing the people aspect of change by focusing on the key areas that are affected during this process.
3. Creating the structural framework for managing change by developing effective:
 - a. Master Change Plans
 - b. **Communication** Plans
 - c. Coaching Plans
 - d. Resistance Management Plans
 - e. **Training** Plans

This course creates an impact in the following areas:

1. Increases employee morale
2. Reduces resistance to change
- 3 Deals effectively with employee turnover
4. Increases productivity
5. Lowers employees'/ management's stress levels
6. Improves the relationship between employees and management

Using our Executive Team Change Management Workshop, or other facilitation programmes, interventions, tools or processes, we can help you begin to get these issues on the agenda more quickly and more effectively than you may be able to do on your own!