

MANAGING PLANNED ORGANIZATIONAL CHANGE

Rationale

Despite change being an integral part of organizational life, the failure rate of organizational change attempts is as high as 70%. To ensure long-term survival, organizations must continually adapt to the changing environments in which they operate. Managers need to understand clearly the organizational change process, sources of resistance to change and strategies for managing change successfully. Today's workplace direly needs managers who are effective change agents.

Objectives

At the end of the workshop, participants should be able to:

1. Define "organizational change" and explain the importance of change management.
2. List at least eight reasons why employees resist change.
3. Explain the six major strategies for reducing resistance to change, including the use of force-field analysis.
4. State the three major aspects of planned organizational change.
5. Describe Kurt Lewin's three phases of planned change.
6. State the ten principles of managing planned organizational change.
7. Explain the importance of the human dimension of change.
8. Explain Kotter's model of planned organizational change.
9. State at least seven key attributes of effective change agents.

Content

1. Nature and importance of planned organizational change
2. Resistance to change
3. Major aspects of planned organizational change
4. Planning and implementing organizational change successfully
5. Importance of the human dimension of change
6. Attributes of effective change agents

Methodology

Interactive lectures, exercises, group discussions and case studies

Duration

2 days

Target Group

Senior managers

Facilitator

Dr. Ranjit Singh Malhi