

# CHANGE, TAKE IT PERSONALLY

"Change" is an awkward inevitable phenomenon that, though necessary, can be painful. Leaders have the unenviable responsibility of charting a new course. Either they can motivate their teams and leverage the opportunities before them or stay complacent and let the tides of change lull their ships to the rocks ahead.

This programme has been designed for Senior Management and Leadership teams to take charge, to chart a better path forward. Participants will learn how to influence the team and win support for the decisions that lay ahead. They will learn how to empower others, achieve early wins and make the change permanent.

Participants will also learn how to adopt a positive and receptive attitude in their organisation, by improving the interpersonal relationship between those affecting change and those resisting it. When the winds of change blow, be sure that whoever is at the helm knows which way to go, for treacherous rocks lie below!

## LEARNING OUTCOMES

- Understand the obstacles and the challenges of initiating change.
- Learn how to mobilise others to your cause by empowering them.
- Practise communicating your vision.
- Improve the transition process by mitigating the negative impact of change.
- Learn to help others cope with the change.
- Master the art of making the change stick.



### PROGRAMME HIGHLIGHTS

- Apollo 3000
- Change Leaders
- 8-Step Approach to Change:
  1. Establish the need to change
  2. Create a "dream team"
  3. Inspire a shared vision
  4. Communicate and communicate
  5. Enable others to act
  6. Create early wins
  7. Snowball change
  8. Make changes stick



### METHODOLOGY

- Group Discussions & Reflection
- Interactive Learning
- Hands-on Application



### TARGET AUDIENCE

- Senior Management
- Change Leaders



### DURATION

1 Day

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LEADERSHIP