

## Executive Leadership Series

### Steering councils through major change and uncertainty

The global management consultancy, McKinsey & Co. stated some years ago that change management as traditionally applied, is outdated.

They highlighted that 70 percent of change programs fail to achieve their goals, largely due to employee resistance and lack of management support. They also stated that when people are truly invested in change, it is 30 percent more likely to last.

The executive team clearly has a key role in making major change programs work in a sustained manner. A realistic, well-planned strategy, ongoing, honest two-way communication from the top down and visible executive sponsorship are some key factors that can help ensure success.

This workshop will help participants to identify the critical success factors that will help their council to steer their councils through successful major change and assist their employees to embrace uncertainty in a meaningful way.

### Course Content

- Why do change management strategies fail?
- Which change management strategies do work?
- Recent workplace trends in Australia
- Role of the executive team in change management
- Key change management skills
- Aligning change management programs with strategic priorities
- Change management and culture change
- How employees typically deal with major change and uncertainty
- Key change management strategies
- McKinsey's five-step model for managing change
  - Managing transitions through change (Dr William Bridges): Managing endings
  - The neutral zone
  - New beginnings
  - Communicate, communicate, communicate!
- Change management case studies

### Course Details

Delivery: Inhouse

Structure: Interactive Workshop

Time: Half ½ day

Class Size: Max 15

Cost: On request

### The Trainer



With over 32 years' experience in the human resources and management consulting fields, Narayan has provided a vast array of training and services to a range of organisations, including Local, State and Federal government agencies.

Narayan provides a very strong adult learning focus to his training. He ensures that it is experiential, practical and closely linked to workplace needs and realities.

He is also consistently described by clients as highly enthusiastic, creative and dynamic in his approach.