

Changefirst

# INTERMEDIATE WORKSHOP FOR MANAGERS

Helping you manage your team  
through Change

Ideally suited for:

- Line Managers
- Team Leaders
- Local HR BPs

## 1-day intermediate workshop: For local and Line Managers who need to deliver change

**Effective change and transformation** may be initiated centrally in many businesses but it is implemented locally. In regions, units, and teams. Many of which are remote and geographically distributed.

**Line Managers and Local Champions are critical** to ensuring consistent change throughout the workplace - particularly in a fast-paced change environment.

In this action-learning, planning workshop (**for groups of 15-20 max.**) attendees learn about their critical role in change and **develop the skills to motivate their teams** through the process with:

- Access to a proven, **globally recognised** and research - based framework and tools
- **Expert facilitation, action - learning and coaching** to help ensure immediate benefit
- Fast-paced, experiential **working on 'live' change challenges**
- Flexible **virtual or face-to-face** delivery

## 3 key benefits of attending



Initiate local change initiatives right, first time and in a people-centred way



Deploy central, business level changes by developing commitment



Drive continuous improvement and performance change in your area



## Learning objectives

During this **1 - day immersive, action learning workshop**, Managers learn (and apply):

- An overall structure and **practical steps to assess risk and plan a change** that affects people
- How to **create, tailor and share compelling change cases** to create a sense of urgency among their teams
- What **active change sponsorship looks like** and how to demonstrate that with teams
- How to **engage teams and sustain momentum** beyond early communication
- How to **prepare a plan for effective local deployment** of a business change

# What you will receive

## Inputs

- **1 day** (7 hours) + up to 30 minutes of pre-work
- Introduction to a **proven change leadership framework** and tools to support practical data-driven action
- **Participant handbook** + individual action planning

## Outputs

- Lessons and indicators from a **legacy change execution risk profile**
- High-level plan of **risk-mitigating actions** for a current change
- Change sponsorship **gap analysis** & improvement plan
- High-level Change Management **engagement plan**



## Proven PCI® (People-Centred Implementation) Change Management Framework

- Role-relevant training, skills and change resources for line managers
- Detailed workbook, checklists and templates
- Change sponsor checklist and practical development suggestions

## Change Management data analytics for driving change success

- Learn from real data on past change execution
- Current-state change maturity assessment



## Typical 1-day Workshop agenda

This is a sample agenda. But do speak to us about modularising or tailoring this Workshop to your specific business needs.

### PART 1

#### Organisational Context and Agenda

- Why commitment is crucial for success
- 6 Critical Success Factors to close the change 'value gap'
- Assessment and tracking Change Implementation

#### Defining a change and preparing for communication

- Consistent messaging
- Creating local connection
- High-level change communication

### PART 2

#### Leading Change effectively

- Different change leader roles
- Crucial behaviours of Sponsors
- Other local change management skills needed for success

#### Keeping people engaged in the change process

- Building commitment to change
- Managing change related resistance

Just some of the organisations benefitting from this capability globally



## Talk to us about a workshop for your Local and Line Managers

If you would like to provide your Leadership teams with the skills - and data insights - to take an adaptive approach to sponsoring and delivering a a people-centred change agenda [contact us to schedule a workshop now.](#)

[CONTACT US](#)

Or visit <https://www.changefirst.com/training/manager-and-local-teams>