

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: 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>