

TOP MANAGEMENT: CONDUCTING CHANGE

 **Dates and duration to be agreed**

 **Location to be agreed**

Contact us for a customised quote

OBJECTIVES

- Draw up a change strategy and translate it into an operational action plan.
- Encourage adherence and accompany the change project.

THE + OF YOUR TRAINING

- - The training approach favours participatory tools: sharing of experiences, practical work and role-playing.

CONCERNED AUDIENCE

This training session is intended for top managers:

- Executive managers of companies: chief executive officers, general managers, members of the Management Committee.
- Very high representatives of the State: ministers, state secretaries, general secretaries, cabinet.

GOOD TO KNOW

- Example of a 3 to 5 days training course



PEDAGOGICAL PROGRAMME

Module 1

Designing a change project

- Defining the change objectives.
- Incorporating "marketing" considerations to adjust or reconfigure the service offer: positioning the structure and its offer in accordance with the needs and expectations of the partners, clients, supervisory authorities, etc.
- Designing strategic management according to skills: analysing and mobilising internal or external resources.
- Structuring the organisational and operational changes to be put in place.
- Drawing up the priorities and translating the strategic guidelines into an operational action plan.



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Module 2

Boosting and supporting change

- Understanding the mechanisms and causes of resistance responsible for human behaviour when faced with change.
- The project leader's role and expertise.
- Communicating on and nurturing communication on change to encourage trust and obtain adherence.
- Managing and conducting change in "project" mode: identifying risks and anticipating them;
- exchanging with the team and converging their views to ensure a common objective;
- defining everyone's commitment contract;
- managing resistance and avoiding deadlock situations;
- nurturing the change project within and outside the organisation;
- defining everyone's contributions and result indicators;
- accompanying the actors, encouraging exchanges, proposing accompanying measures, highlighting success and progress;
- firmly fixing the new functioning or new organisation in the structure's daily work.



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 **Prerequisites :** Have held or currently hold a position related to the training theme