



Managing Change and Innovation

1-day programme, 9.30 - 4.30

Workshop

Workshop Purpose

This workshop provides an introduction to managing and coping with change, covering types of change, models of the change process, and reactions to change. You will be equipped to identify, understand and deal with the various forms of resistance to change, provide better support for your staff, and achieve your change objectives.

Workshop Aims

- To describe fundamental ways in which people can differ
- To explore the implications of personal style for managing change in self and others
- To consider the various types of change and their implications for change management
- To review a model of the change process and drivers and barriers for change
- To appreciate the typical cycle of response to change and to gain practical skills in facilitating change with people
- To appreciate and value different approaches to innovation
- To develop an action plan to enhance personal skills and flexibility in managing change and innovation through work-based learning

Tools and Approaches

- Quintax® Personality Questionnaire - completed before workshop
- Quintax Innovation Report
- Guided exploration of change models, types of change, responses to change
- Experiential workshop exercises and role plays to develop skills in managing change with people
- Workbook and development action plan toolkit

Workshop Outcomes

- Greater understanding of own and others' fundamental personality styles and the implications for adapting to change
- Enhanced skills in recognising individual responses to change and managing these effectively
- A focused action plan for improving skills in facilitating and managing change and innovation



Workshop

Workshop Outline

- The Quintax 'Big Five' model of personality - review and reflection
- Implications of personal style for responding to and dealing with change - understanding and valuing different reactions
- Types of change: continuous vs. intermittent, incremental vs. radical, planned vs. unplanned, etc.
- A simple model of change; force-field analysis for identifying helping and hindering factors in achieving change
- Reasons why change initiatives fail and how to minimise the potential pitfalls
- Reactions to change, the change response cycle
- Types of resistance to change and how to manage them
- Practicing change management conversations through role play
- Styles of innovation; managing innovation
- Creative Style exercise
- Completion of change management personal development action plan - individual work
- Review & Close

Workshop details

- The workshop is designed for groups of between 6 and 15 participants
- All participants complete Quintax Online (a short personality questionnaire taking 10 minutes or so) and receive a short feedback report before attending
- Workshops run in our public programme at our Manchester training centre or can be held in-company at your own or third-party facilities
- To discuss further and book contact Derek Wilkie or Vicky Edwards on 0161 877 3277

Price

Public programme: £199 + VAT per person (includes all materials, refreshments, lunch)

In-company: up to 8 delegates, £950 + VAT
9-15 delegates, £1250 + VAT
(includes all materials, excludes venue, refreshments and lunch costs)