

CHANGE MANAGEMENT- A HOLISTIC AND SYSTEMATIC APPROACH

DATE: 11-12 May / 9-10 August / 4-5 December 2023
FEE: RM1,300

DURATION: 2 Days
HRD CORP SCHEME:
HRD Corp Claimable Courses

PROGRAM OVERVIEW

Organizations are compelled to develop a change management strategy to effectively deal with the continuous surge of globalization, the increasing demands from shareholders and the serious impact of technology.

This program enhances participants' organizational management and ensures long-term success by initiating, leading and managing organizational change. It provides you with the "How To", instead of just the "What and Why" of successful change management in a holistic and pragmatic manner. You will be able to apply the established change management process model, complete with various tactics and specific actions, in real world situations. Whether you are about to embark on a major change effort, or in the midst of a struggling change effort, you will be able to learn from this program the best practices of change management which are vitally important for your organization's success as well as your own success. Obviously, so much resource goes into change initiatives every day that no organization should leave its future up to chance.

LEARNING OUTCOMES

Upon completion of this program, participants will be able to:

- Understand the dynamics of organizational change, its causes, its pitfalls and the criteria for success
- Describe the strategic and operational aspects of leading and managing organizational change
- Use assessment tools, templates and guidelines for effective planning and implementing change initiatives

METHODOLOGY

- Expert Facilitation
- Interactive discussions and sharing of real-life issues
- Reflection on experiences
- Video presentations
- In-class exercises
- Live case studies
- Level 1 Assessment

WHO SHOULD ATTEND

- Mid/Senior Level Manager
- First Level Manager

FACILITATOR

Dr Lai Chong Teng

He has established himself as a successful professional in a career period spanning over 38 years. Uniquely knowledgeable and skilled at working with multicultural workforces, Dr. Lai has worked in various senior management positions, such as Chief Executive Officer, Senior Management Consultant, expatriate, trainer and educator in several established local and overseas corporations. Over the years, he has provided training and consultancy services in various much sought-after management fields.

PROGRAM CONTENT

Module 1

Introduction

- Winds of Change
- Internal and External Environment Factors
- Change Errors
- Causes and Consequences of Change Failures

Module 2

Envision The Journey

- Clarify Vision
- Create Change Leadership Team
- Escalate Urgency
- Create Change Leadership Team
- Escalate Urgency

Module 3

Light The Path

- Identify Initiatives
- Communicate Change

Module 4

Mobilize The Resources

- Deliver Results
- Manage Resistance
- Deliver Results
- Manage Resistance

Module 5

Leverage The Gains

- Increase Change Capability
- Anchor Change in Culture

PROGRAM SCHEDULE

Day 1

9:00am - 10:30am	:	Module 1
10:30am - 10:45am	:	Coffee Break
10:45am - 1:00pm	:	Module 1 (<i>Continue</i>)
1:00pm - 2:00pm	:	Lunch
2:00pm - 3:30pm	:	Module 2
3:30pm - 3:45pm	:	Coffee Break
3:45pm - 5:30pm	:	Module 2 (<i>Continue</i>)
		End of the day

Day 2

9:00am - 10:30am	:	Module 3
10:30am - 10:45am	:	Coffee Break
10:45am - 1:00pm	:	Module 3 (<i>Continue</i>)
1:00pm - 2:00pm	:	Lunch
2:00pm - 3:30pm	:	Module 4
3:30pm - 3:45pm	:	Coffee Break
3:45pm - 5:30pm	:	Module 5
		End of the day

