

The 4 keys to supporting change



CC-9 2 Days (14 Hours)

Description

In order to contribute to the success of the project, he must know the main mechanisms that govern human behavior in the face of change. This will avoid making many of the errors inherent in this type of situation. This is the purpose of this change management training.

Who is this training for ?

For whom

Any hierarchical or cross-functional manager. Any department, unit or team manager who must support an organizational change.

Prerequisites

None.

Training objectives

- Understanding behavior towards change and the keys to helping people better accept it
- Know what levers to use to help your team navigate change more easily
- Anticipate the risks associated with change management

Training program

En amont du présentiel

- A self-diagnosis to prepare you.
- A video to illustrate the problem.

Analyser le contexte du projet de changement d'organisation

- Identify the decision-makers.
- Identify the problem at the origin of the transformation project.
- Define the role of the manager as guarantor of the success of the project.

Comprendre les mécanismes à l'origine des comportements humains face au changement

- Identify the stages of change and their impact on the employees concerned.
- Analyze the main causes of resistance to change.
- Anticipate the impacts on behavior and motivation.

Utiliser les leviers d'action du manager

- Help actors in their learning process.
- Communicate wisely and use the right vectors: visualize the future: metaphors.
- Encourage exchanges and make them factors of progress: build your own network and keep it alive.
- Highlight successes, progress.

Identifier les risques et les anticiper Répertorier tous les facteurs de risque associés aux personnes composant l'équipe.

- Implement individual or collective preventive measures to mitigate these risks.

Après le présentiel

- A strengthening program.

Certification Évaluation des compétences à certifier via un questionnaire en ligne intégrant des mises en situation (40 minutes).

- To learn more about remote activities A video 'Building and sharing the meaning of change'.