Course : Successful change: winning strategies

Synthesis course - 2d - 14h00 - Ref. REX
Price : 2020 CHF E.T.

★★★★⯨ 4,5 / 5

Organizations are obliged to continually adapt to their environment, reorganize their operating modes and evolve their products and services. The choice of a change strategy and how it is to be implemented is crucial: a mode of governance must be chosen, the principles of change must be defined by entity and stage, and above all, a proven approach must be chosen from among the proposed methodologies.

Teaching objectives

At the end of the training, the participant will be able to:

- Understand the different approaches to change management
- Choosing the right methodology for your organization
- Know the success factors of change management
- Understanding change management tools and methods
- Measuring the effectiveness of a change management method
- Know the expected developments of these methods

Intended audience

Business unit or activity managers, project owners, project managers, consultants and all those involved in change management processes.

Prerequisites

Management experience desirable.

Practical details

Demonstration
Illustration of concepts with case studies.

Course schedule

PARTICIPANTS
Business unit or activity managers, project owners, project managers, consultants and all those involved in change management processes.

PREREQUISITES
Management experience desirable.

TRAINER QUALIFICATIONS
The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS
The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

1 The emergence of change management

- Variety of origins and principles: behaviorism, process reengineering, risk analysis...
- Dominance of practices based on the human sciences: behaviourism, cognitive analysis, psychodynamics...
- From individual change to organizational change: taking into account procedures, tools, workspaces...
- Learning from change management failures: taking human aspects into account (buy-in, beliefs, etc.).
- Current trends in change management: integrating and blending several approaches to guarantee success.

2 Schools of change management

- Kotter, a holistic approach in eight steps: method, targets, applications, examples and experiences.
- Prosci, methods and techniques for operational change management: change as a three-stage process.
- The Boston School (Harvard, MIT) and the foundations of leadership for organizational change: the leader and influence.
- Autissier and the French school: a Cartesian, structuring approach based on a three-phase cycle.

3 Choosing a winning change management method

- The determining factors: the company's level of maturity, the involvement of managers, the scope of the project...
- Defining contexts: increased competition, mergers/mutualization, technological adaptation, restructuring, etc.
- Defining change: new organization, new strategy, new products or services...
- Impact on teams: tools, working conditions, processes, collective goals, value system...
- Mobilizing players: mapping the players involved, promoting and communicating mobilization.
- The HR action framework: impacted professions, associated skills, diagnosis of psychosocial risks...
- Developing human capital: optimizing careers, attracting talent and promoting mobility.
- Team management: fostering collective commitment and reinforcing the effectiveness of management practices.
- Continuous and sustainable improvement: monitor changes and their progress over time, report on deviations.
- Performance criteria: achievement of objectives, customer satisfaction, adherence to schedule and budget, etc.
- Change adoption by teams: speed of adoption, end use, skills development...

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

4 Perspectives on the evolution of change management

- Companies are demanding reliable, rigorous and operational approaches to change management.
- The absence of a recognized and official organization to qualify or audit change management methods.
- Integrating change management with project management: generating proven, verifiable results.
- Improve the quality of project management by integrating more change management techniques.
- The importance of a unified methodology for successful project and organizational change.
- A change management audit model: criteria and measures for auditing a change project.
- The COSO-ERM model for change management and the adaptation of its methodological framework to risk management.
- Change portfolio dashboard: structured approach, change portfolio management tools.

5 Feedback on change management

- Detailed examples of change management techniques and methods used in companies.
- Focus on the EDF-Litchi method: a successful experience in deploying a new management tool within a company.
- Focus on a change method implemented in an insurance company: restructuring a global group.
- Feedback: the many facets of change management in a complex environment.