

# Leading & Managing Organisational Change

## Course synopsis

We live in an era of rapid change. Some of it is planned, a lot more is forced upon us. It is, therefore, necessary that managers and leaders are equipped to lead and chaperon teams and organizations through seasons of change to get the outcomes they want and not that thrust upon them. The Leading & Managing Change Certificate Programme (LMCCP) is designed to equip organisational leaders at various levels with the skills, competencies and the mindset required to successfully drive organization-wide change initiatives.

To earn the "Leading and Managing Organisational Change" professional certificate, participants are expected to attain 80% attendance and participation in all the aspects of the following courses, as well as complete the attendant assessments.

1. The Fundamentals of Change Management
2. Delivering an Effective Organisational Change Programme
3. Leading with Power and Influence
4. Evaluating and Sustaining Your Change Programme



## Key Course Takeaways:

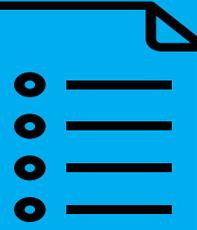
- Initiate and / or guide your organization successfully through a period of change
- Manage the leadership imperatives for an effective change initiative.
- Navigate power networks and relationships that could facilitate or hinder your change initiative.
- Build a change ready organization

## Target Audience

Anyone responsible to leading or managing an organisational change initiative, including:

- Senior HR Professionals
- Group Heads and
- Team Leads

# Courses



# ONE

Title:

## The Fundamentals of Change Management

**Synopsis:** This course is designed to lay a crucial foundation for anyone currently grappling with forces of change within or outside their organisation, as well as those that need to implement strategic / planned change.

**What you will learn:**

- a. The what and why of change
- b. Different perspectives on organisational change and how they relate to your organisation
- c. Identify what change models are relevant to your organisation
- d. The boundary conditions for an effective change initiative



# TWO

Title:

## Delivering An Effective Organisational Change Programme

**Synopsis:** Leadership is crucial for successful change. Therefore, in this course, we tackle the technicalities of delivering an effective change initiative, including competencies, timing, processes and resources.

**What you will learn:**

- a. Leadership pre-requisites for a successful change initiative
- b. The power of purpose for driving a sustainable change programme
- c. Strategies for identifying and mobilising your core team
- d. How to design a change process that works for your organisation



# THREE

Title:

## Leading with Power & Influence

**Synopsis:** Leadership is about influence. Making change happen with relatively low collateral damage in terms of relationships, resources and effort, is what effective change leadership is about. In this module, we explore strategies and tactics for building and diffusing the influence energy required to drive your change programme, enabling people to release their creativity and innovative capabilities at their discretion, and managing conflict when it arises.

**What you will learn:**

- a. Transformational Leadership
- b. Structural Hierarchies, Power and Influence
- c. Layers of Leadership Expectations and Performance



# FOUR

Title:

## Evaluating and sustaining your change programme

**Synopsis:** It is important to evaluate the impact of any change initiative in very tangible terms in order to avert a relapse into the organisation's old ways. But evaluation is not enough, we must also design strategies to facilitate the sustainability of such change programmes. According to the famed philosopher, Aristotle, 'it is easy to perform a good action, but not easy to acquire a settled habit of performing such actions.' In this course, we will focus on the imperative of measuring the impact of your change programme and how to sustain the desirable outcomes.

**What you will learn:**

- a. Evaluate and measuring the impact of your change initiative
- b. How to sustain your change outcomes
- c. Create a culture that enables openness to change.



# How you will learn



Immersive, practical sessions



Synchronous (live sessions) and asynchronous (self-study)



Access to coaching around your change initiative



Simulation



## Programme Duration

September 18th 2020  
- January 18th 2021



**Delivery mode**  
100% Online



**Programme fee:**  
600,000naira (\$1,500)  
for entire programme  
150,000 per course

## Other info

- Courses may be taken as standalone, and participant will earn a certificate of completion per course.

- Participants will earn the Professional Certificate in
- Leading & Managing Organisational Change on completion of all four courses.



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