

## **Change Management Training**

### **Overview**

Change Management is the ability to identify resistance to a change and to mitigate that resistance in advance of the change being implemented. It is one of the key fundamentals within Continuous Improvement. Often it is undervalued or overlooked as it is assumed that people will adapt to change. This is an incorrect assumption. It is often not understood or realized that a performance dip in employees can occur when a change is implemented. By identifying resistance and mitigating it, you are ensuring the smooth introduction of that change into the organization and the elimination of the possible performance dip.

Change Management Training offered by Alora Consultants combines theory with practical application of the most common tools in the identification and mitigation of resistance to general change, organizational change or change brought about by improvement projects. The format of the training will be tutor led. The training is very interactive thus there is a lot of emphasis on group dynamics and ensuring the attendees participate and interact with the trainer and each other. The training is conducted through presentations, role plays, group exercises, discussions and case studies.

### **Duration**

This is a 1-day training program.

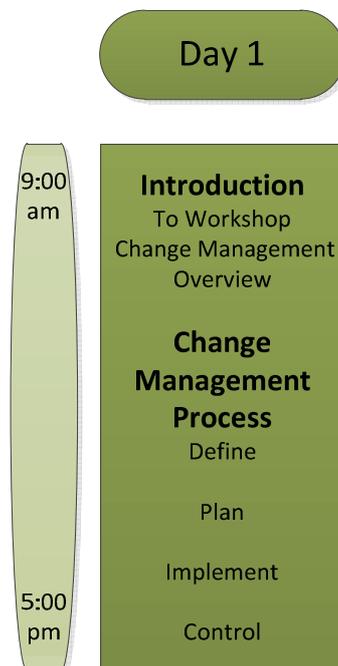
### **Objectives**

By the end of this training programme the attendees will be able to:

1. Understand Change Management methodology.
2. Understand how to use the 4 step systematic process.
3. Understand how to use the most important tools in Change Management.
4. Implement action plans to mitigate resistance to change.

### **Content**

Change Management Training offered by Alora Consultants takes the theory behind Change Management and harnesses it into a powerful set of tools to strengthen the probability of success of implementing a change. The training is designed to lead the attendees through the theory of Change Management focusing on a 4 step systematic process; Define the Change, Plan the Change, Implement the Change and Maintain the Change with particular emphasis on the tools that are most frequently used. The training aims to pass on Change Management skills, knowledge and attitude that will assist the attendees when implementing change into a business or organization.



To maximize the training, it is strongly recommended that each attendee would bring an idea for a change that will be implemented within their business or organization. This will aid the attendees learning process.

## Evaluation

The trainees will be evaluated on 2 different levels.

### Level 1 – Reaction

The reaction of the trainees to the training programme will be evaluated at the end of the training through a formal feedback form. The results of the feedback will be shared with the Client.

### Level 2 – Learning

The skills, knowledge and attitude of the trainees will be evaluated at the end of the programme by the completed of an examination. Results will be shared with the attendees and the Client.

## Certification

Each attendee who successfully completes the training and the exam will receive a training certificate.

### **Who should attend**

This course is suitable to employees from all sectors. This course is intended for employees at all levels of management within a business or those employees who are engaged in executing projects, implementing Change or problem solving.

For further information on Change Management Training  
please contact our Engagement Director

**Brigid Marmion +353 87 6144094**

or e mail [brigid.marmion@AloraConsultants.ie](mailto:brigid.marmion@AloraConsultants.ie)