



## Agile Organizational Change

Responding Rapidly to Emerging Opportunities and Threats

### ► Upcoming Sessions

26-30 Aug 2024	London - UK	\$5,950
25-29 Nov 2024	Istanbul - Turkey	\$5,950
07-11 Apr 2025	Dubai - UAE	\$5,950

### ► Training Details

#### Training Course Overview

How can you and your team stay ahead of the game by responding fast and flexibly to capitalize on new opportunities and ward off impending threats? The secret lies in galvanizing the people around you to respond quickly and positively to change. By learning to eliminate the root causes of resistance you can create a culture and mindset that embraces innovation and underpins Agile Organizational Change.

This successful Anderson training course will help you lead and embed an ethos of Agile Organizational Change. You will learn to create the conditions in which people are willing and able to adapt swiftly to changing circumstances and to channel their energy constructively in pursuit of change rather than opposing it, enabling you and your team to take organizational change in your stride.

#### Training Course Objectives

**By attending this Anderson training course, delegates will be able to**

- Apply the principles of Agile Organizational Change
- Scan the horizon and react quickly to new opportunities and threats
- Engage colleagues and the wider workforce to take ownership for change
- Communicate a compelling Vision, help people embrace new habits, and make change stick
- Maximise and sustain the benefits of change using tried and tested tools, templates and plans

#### Designed For

**This Anderson training course is suitable to a wide range of professionals but will greatly benefit:**

- Executives
- Section Heads
- Senior and Middle managers
- Team Leaders
- Change Management specialists
- HR Professionals
- Internal Consultants
- Project Managers

## Learning Methods

To enhance learning we utilize proven adult learning technology and methods that will result in maximum retention and application. This includes presentations, discussion, practical activities, videos, team practice exercises and case studies.

## ► Training Details

### Day One: Challenges of Agile Change

- What is Agile Organisational Change?
- The challenge of change
- Change leadership
- Creating a workforce that is agile to change
- Horizon Scanning – opportunities and threats
- The origins of resistance to change

### Day Two: Agile Change Framework

- Logical and emotional components of change
- Crazy Time
- Leading in an uncertain world
- Communicate, communicate, communicate
- The importance of a sense of purpose
- Creating a compelling context and vision for change

### Day Three: Giving People Control

- Benefits Mapping
- Engaging and empowering your workforce
- Winning over senior stakeholders
- The power of dialogue
- Sponsors and Change Champions
- The challenge of letting go of the past

### Day Four: Letting Go of the Past

- Breaking connections at work
- Dealing with loss
- Drawing a line in the sand
- Using ceremony to break with the past
- Building new connections
- Forming new habits

### Day Five: Locking-in Change

- Sustaining performance through the transition period
- Avoiding reversion to old habits
- Climbing the Learning Curve
- Locking in change
- Bringing it all together
- Creating a plan of action for your own change

## ► The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

## ▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

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Request for a Tailor-made training and educational experience for your organization now:

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