



# CHANGE LEADERSHIP

*Be a catalyst of business partner change in your organization.*

## Agenda items

## The relevance for a business partner

## Participants will be able to...

1

### **DRIVING CHANGE**

Change is simple to understand and describe but difficult to succeed with.

In the face of resistance to change we tend to complicate things. Appreciation of how much time and effort we need to invest in successful change is key.

- Reflect their own competencies regarding change leadership.
- Align expectations about the challenges in implementing something new.

2

### **LEADING OTHERS**

Analysing the typical responses to changes in organizations.

People respond differently to change. If you can recognize the typical responses and corresponding countermeasures, you can adapt your communication adequately.

- Use the framework from Rick Maurer to map the responses of stakeholders.
- Identify adequate actions to mitigate the effects of resistance.

3

### **LEADING YOURSELF**

Knowing your own 'psychological immune system' as an obstacle to change in your own behaviour.

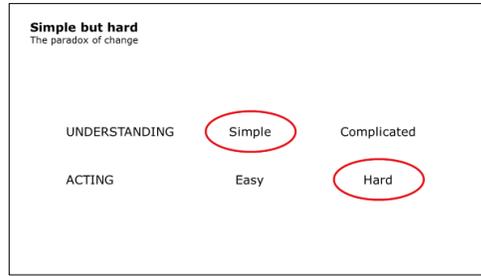
If you want to drive change for others, you must be prepared to work with your own psychological barriers.

- Identify your own 'allergies' to changing behaviour and reflect the thought patterns involved.
- Design one specific and relevant change of behaviour.

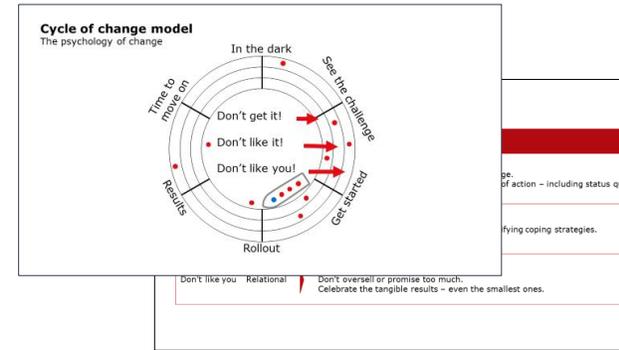


## YOUR TOOL BOX

What you will take home



Understanding the challenge



The psychology of change



Practical tools and templates



## MAKING IT STICK

How we ensure taking learnings from classroom into practical use.

### Your own cases

- We don't learn to swim by training on dry land. Therefore you work with your own real-life cases.

Before

### Practice

- Practical use of the toolbox.
- Make plan for specific opportunity.
- Form learnings buddies and commit to first step.

At the training

### Preparation is not cheating

- Prepare and execute on an opportunity to drive a change process.
- Reflect with learning buddy on lessons learned.

After the training



### HELGE LARSEN

Business psychologist



Helge is a business psychologist and is an expert in cultural change management.

He has helped many organisations with driving sustainable cultural and behavioural change.

Helge will lead the session and provide participants with simple tools and tricks that can improve the ability to influence other people



### DORTE QUECK

Business psychologist



Dorte is an experienced facilitator with an immense focus on enabling participants to make real changes in their everyday work-life.

Formerly HR Business partner for Finance and responsible for leadership development.



## TRAINERS

Your facilitators



1/2 - 1 day