

LEADING FOR CHANGE



Management & Leadership Course

LEARNING OUTCOMES

- Recognise their own journey through change – reflect on personal experiences to understand how they have adapted to change and how these insights can support others.
- Demonstrate practical methods for planning and delivering change messages – use structured approaches to communicate change clearly, consistently, and with confidence.
- Prepare effective messages for teams – develop engaging, empathetic communication that connects with team members and encourages commitment to change.
- Explain a simple change model – apply an easy-to-understand framework to guide colleagues through the stages of change and maintain momentum.
- Distinguish and apply the 7 Steps to Influencing Change – use a practical step-by-step approach to influence outcomes, address resistance, and build trust during transformation.

COURSE OVERVIEW

Leading for Change is a practical workshop that equips leaders with the tools and confidence to plan, communicate, and implement change effectively. It focuses on understanding how people respond to change and how to support them through transition.

Participants learn practical frameworks to manage change, lead meaningful conversations, and drive engagement—ensuring alignment between organisational goals and team commitment. **Audience:** Leaders and Managers

TOPICS COVERED IN THIS COURSE

The Change Journey

Reflect on your professional journey from your first role to the present, exploring personal experiences and emotions connected to change.

Future You: Organisation and Team

Examine organisational goals, challenges, and future possibilities, visualising what success looks like and how it feels for your team.

Barriers to Change

Identify common obstacles and understand the key characters and dynamics that can hinder or help successful transformation.

Communicating Change

Learn how effective communication drives engagement and trust, and develop strategies for clear, impactful messaging during change.

Planning for Change

Create a structured plan for implementing change, focusing on gaining buy-in and aligning your team with the organisation's vision.

Influencing Change

Explore how trust, empathy, and authenticity enable leaders to influence others and foster a positive attitude towards change.

The 7 Steps to Influencing Change

Follow a practical framework to guide discussions, manage resistance, and ensure progress through each stage of transformation.

Creating a Communication Plan

Develop a forward-thinking action plan that prioritises solutions, ensuring the change process is effective and sustainable.