



IOL (UK) Limited & Northgate Training
EXERCISES, GAMES & SIMULATIONS FOR MANAGEMENT DEVELOPMENT



Managing Change

Participants will learn:

- why people fear change
- to involve people in the preparation for change
- to implement change with minimum disruption
- to understanding the change process

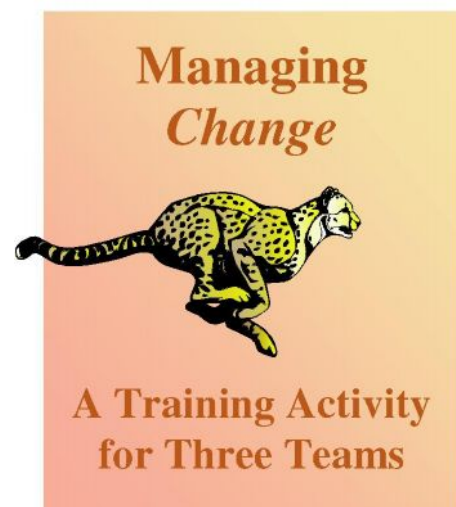
Everyone is fearful of change but it's part of life. Here's a realistic simulation to look at the issues associated with change - and teams actually experience the impact of organisational change.

Examines the best ways of communicating /implementing changes to staff. Some of you will implement change, others are on the receiving end. Get it right and the path is relatively smooth; get it wrong and you'll open a hornet's nest!

For a brief period two teams work together following a procedure which they soon get used to. A third team observes them and soon realises that the procedure has faults. It is now their job to present an improved method to the 'workers' and implement changes (including making two people redundant).

The way they do it can make all the difference. Do they include the teams in the process or do they simply TELL them? Will it end in mutual acceptance or outright hostility? Hold on to your hat!

Uniquely allows participants to experience the change process and report on their feelings - and opens up into a wider discussion on a range of issues around change.



NUMBERS:

6 – 12 Participants in three, ideally with between 2 and 4 in each team

TARGET AUDIENCE:

Staff at any level

TIMING:

1.5 hours + Debrief

COST: £395 (+VAT and delivery)

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Trainer's Role

- 1 Divide group into three teams, A, B and C.
- 2 Set up the single computer and printer in an accessible area between teams A and B.
- 3 Briefly introduce the exercise using PowerPoints provided (optional).
- 4 Issue the Briefing Folders, Maps, Planning Sheets and Week 1 Orders.
- 5 Allow Teams A and B work on their tasks while Team C observes and plans.
- 6 Ask Team C to present its findings and changes to A and B.
- 7 Start A and B on their new regime. Team C observes.
- 8 Lead a debrief on the key lessons of the exercise. Ask how A and B feel about the new system. How did the redundant workers feel? Lead the discussion into key points on how best to implement change.

Trainer's notes provide full guidance.

Pack Contents

- Trainer's Notes
- CD-Rom containing Software and PowerPoints
- Folders for Teams A, B & C
- Planning Sheets
- Order Sheets
- Redundancy Forms

TO ORDER

“Managing Change”

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