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## Managing Change Successfully - 1

This is a one of a pair of single day workshops that explores the role of effective leadership during periods of change within an organisation. It is designed for senior managers and CEOs of organisations that are about to undergo a period of change or who are going through a major change process.

### Learning Outcomes

The key learning points for this workshop will be:

- Understand the nature of change, its causes and implications
- Understand how change affects people
- Learn what role leaders have during periods of change

### Approach

The workshop will be split as follows:

#### Personal Experiences

The first session begins with the attendees discussing their own experiences of change and discussing the positive and negative elements. From this we can then draw out some common themes on the impact of change.

#### Understanding the nature of change

We then review why change happens, what its causes are and what the expected outcomes are. We look at some case studies of past change processes to define the causes and the effectiveness in terms of whether the expected outcomes were met.

#### Impact of Change

This session reviews the impact of change on the people affected by it. We start by identifying who is impacted and involved in any change, then look at the possible outcomes for those people. We finish this session by discussing ways of mitigating the impact and of providing support for those affected.

*see over*

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### **Leadership and Change**

Attendees are asked to reflect on their role within change and how they can influence the pace, scope and impact of change.

We develop a model of an ideal leader in a period of change.

### **Managing yourself in change**

We finish by looking at the impact of managing change on the leader and the methods they can use to maintain their balance and influence during change periods.

### **A review of learning points**

Each workshop ends with a review of what has been learnt. In addition, I will ask attendees to reflect on ways in which they can implement the lessons of the day into their work life and their next change project.

*End*

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