
Leading through Change Overview

Description

This interactive session introduces participants to the challenging area of leading change in a healthcare environment. Based primarily on the work of Professor John Kotter, Rick Maurer and Dr William Bridges, the session explores why change often fails and what leaders might do to optimise their chances of success, how to get people on board with change, how to develop a change strategy and how to embed the changes. The session will look at the human responses to change exploring individuals' underlying values and why people don't always do as we might expect. This is a great session for leaders at all levels responsible for managing teams and leading and implementing change.

The workshop will cover

By the end of this session delegates will have gained a good understanding of the key approaches and methodology they can use to plan and implement changes. They will understand the relevance of these to their service and to their role and be ready to implement their learning in practice. The session will cover:

- An overview of various models of change including those of Professor John Kotter and Ralph Stacey;
- How to engage with others through making a compelling case for change and selling your change;
- Identifying your stakeholders;
- Why people resist change and strategies to turn their resistances into support;
- How to help staff on their psychological journey of change; and
- Practical ways to support teams and individuals on change projects

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Format of session:

This session can be delivered either as a 3-hour virtual, or full-day face-to-face workshop. The full day workshop allows for more time exploring the concepts, discussion and practical exercises to help embed the theory.

Who should attend:

Whilst this session is relevant to all, the following individuals may find this session of particular interest:

- Team leaders and service managers
- Managers responsible for leading change programmes
- Operational managers
- Clinical leads

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