

Lchange leader course brochure 08

Lchange Learning & Leading change

change leader course details

Purpose

- The aim is to create highly capable change project leaders who will have the confidence to lead key change initiatives in their organisations
- This course is for those for whom effective leadership of change projects is essential for role success and career advancement

Design

- The course integrates the 3 change competencies; process thinking, people involvement and project management
- Key concepts and tools of change are introduced and explained
- To ensure relevance, there is constant reference to participants' own change project issues and experience with exercises to deepen understanding
- Course notes follow the Lchange methodology, becoming a practical and comprehensive change project manual
- To enable further study as required, there are references to sources of thought leadership and best practice throughout the course

Prerequisites

- Participants should already be leading a change project or soon to start
- You should be committed to learn, confident enough to contribute and comfortable in a high-calibre group environment
- Pre-work of around 5 hours is required – materials for the pre-work will be mailed to participants two weeks before the course start date

Course facilitator

- Brian Nielsen is a Managing Partner of Lchange LLP, with a track record of success in consultancy and general management across four continents:-
 - Programme Director for a corporate-wide leadership development programme in EADS & Airbus
 - General Manager in DHL – Russia then Southern Africa
 - Consulting firm Principal – BPR, Programme Management, systems implementation and people development



Logistics

The course runs from Monday to Friday. Normal time is 08:30 to 17:30 with sensible timings on the first and last day to allow for travel

The course facilitator will be available for open tutorials on participants' own change projects from 17:30 to 19:00 on the Tuesday and Wednesday evenings

change Learning & Leading change

We specialise in Change Programme Management. Working with clients to structure their Change Programmes and developing individuals to lead change.

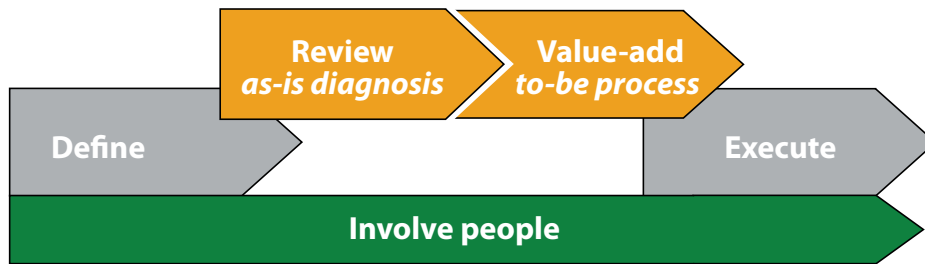
We also offer tailored in-house courses

Tel: +44 (0) 207 953 0455 | Email: courses@lchange.com | Web: www.lchange.com

Lchange LLP. Hamilton House, Mabledon Place, London WC1H 9BB.

change leader course outline

The course is structured around the Lchange proprietary change project methodology DRIVE ©Lchange LLP



Define

- The components of an agreed change project charter, based on deliverables
- The people and roles in a change project, business cases and phase reviews

Review

- How to get a clear and indisputable as-is diagnosis
- Demand and process complexity; customer requirements and process purpose
- Establishing workflows, metrics and root causes of problems

Involve people

- Establishing trust and reading people
- Understanding peoples, preferences and types (MBTI); also groups
- Workshops, team basics and team development
- People in change and dealing appropriately with resistance
- The TEAMM way to communicate change

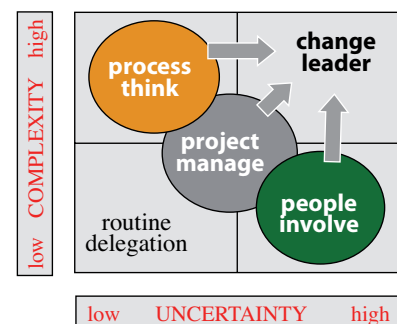
Value-add

- The importance of a robust to-be process
- Applying six sigma concepts and tools to improve process conformance
- Applying Lean concepts and tools to improve process speed
- Creativity for when logical analysis is not enough

Execute

- Changing the system; the 4 organisational elements
- Implementation planning
- Getting a clear and legitimate 'go' decision

Develop your capability in the 3 change competencies



For more details, a complete course syllabus or to book a place on the course, contact Gill – see below.

Leading change projects requires capability in 3 competencies:

Process thinking : People involvement : Project management

Why waste time attending separate disconnected courses?

This flagship course from Lchange offers a complete & coherent approach:-

Harnessing the strengths of Lean and Six Sigma

Seamlessly integrating the soft aspects of change for the hard issues

Aligned to PRINCE2

Designed, developed and delivered by change professionals

*This is a fresh, well researched and proprietary approach in an intensive 5 day course for those who need to **make it happen***