



Committed to the Advancement of Knowledge

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WORKSHOP ANNOUNCEMENT

Managing Change: Taking Your Organisation to the Next Level

Venue and Date: Nairobi, 15-19 June 2009.

Registration Deadline: 30 May 2009

Cost : **US\$ 650.** The first 10 participants for 2008 courses are eligible for discounts of between 15 and 40%. Covering Tuition, lunches, teas, facilitation & materials. Participants pay for transport, dinners, accommodation and incidentals. Local participants for 2009 Courses are eligible for discounts of between 10-15%.

Other Dates : Lilongwe, 20-24 July 2009

a) Summary

Institutions are constantly going through change. It is the management of this change that makes the difference between successful and not-so-successful organisations. This is because the process of preparing for, managing, and recovering from the change that has taken place can be highly disruptive for an organisation. Managers or Section Heads leading change processes therefore need not only the knowledge and skills to work with others stakeholders to support the change process – but also to manage any emotional fallout and disorientation that may come as a result of the change.

b) Participants

This workshop is for executives, managers, project managers, HR professionals and team managers who are involved in managing change – whether in private, non-profit or public sector organisations. Specifically, it would be suitable for the following:

- Those responsible for designing change processes
- Those who are affected by change and want to understand it
- Those who want to develop their expertise in change management
- Those who are responsible for implementing change

c) What you will get from this Workshop

- Improved understanding of the critical role that people play in making change processes successful – and the challenges of promoting change in perspective, work culture amongst people, and the challenges of sustaining change.
- Knowledge and skills to undertake efficient change management processes
- Understand and be able to apply the key steps required to successfully manage people change.
- Apply their knowledge to a project or programme to effectively manage the change of people's behaviour.

d) Course Overview

- Understanding the concept of Change
- Different Models of Change
- Leading and managing change
- Understanding the Different Types of Change
- Understanding cultural change
- Managing Cynicism, Fear and Resistance
- Why do change programmes fail?
- Developing a Change Management Plan/Strategy
- Being an effective change manager
- Developing an effective Communication Plan
- Effective stakeholder involvement

e) Methodology

We combine case studies, practical experience and a deep understanding of the subject to inspire our participants to achieve desired results in their organisations.

Contact us:

E-mail : admin@shimainstitute.org

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To down-load the Application form, please go to <http://www.shimainstitute.org/courses>

We examine ways in which organizations can prepare for, manage and review the implementation of change in a rapidly changing and competitive environment