

***“Shedding
Light
on Skills
Development”***



Kwelanga

TRAINING

engage | inspire | elevate

Change Management (1 Day)

A Specialised Kwelanga Training Programme

INTRODUCTION

More than ever, the ability for individuals to adapt to change and the skill to lead teams through change is key to success. Markets and technology are changing. Customers, competitors and staff are changing. Society, economics and politics are changing. Each change triggers the need to create a new tomorrow.

Individuals in today's ever-changing organisations need to be pro-active in identifying the need for change to constantly improve their department, division and organisation. They also need to be equipped to manage the change process by overcoming resistance and achieving a smooth transition from past to future.

This programme will explore the effect of change on individuals and how to successfully lead your team through this uncertain time and implement organisational change necessary for survival.

WHAT THIS COURSE CAN DO FOR YOU...

- Provide an understanding of the process one goes through when faced with change
- Understand why managing change is so important
- Simplify change management
- Understanding different aspects of change management
- Provide practical use of tools to assist when managing change

TARGET AUDIENCE

Individuals need to adapt to a new way of doing things, both in their work and personal lives and to be effective they will not only need to accept and embrace the change themselves but also assist their team members in doing so, while implementing change initiatives within their organisation. Teams who have undergone change or will be undergoing change will also benefit from this course.

As managers and employees it is important that we acknowledge that we are first individuals, and as individuals we go through the same process as our team members would when faced with change. It is therefore necessary for us to learn to cope with change and the process an individual goes through as a starting point.

COURSE CONTENT

Why Manage Change and Why do we need Change Management?

- Facts and figures
- "...because if you don't..."
- Benefits to the organisation
- Benefits to the individual employees

What is Change and Why do People Resist Change?

- Moving from the present to future
- Physical, intellectual and emotional

What is Change Management?

- Individual change leadership
- Organisational change management

What Tools can Assist with Change Management?

- Sponsorship
- Stakeholder management
- Communication
- The role of perceptions during communication
- Reward, recognition and enticement
- Resistance management

A Way Forward – Personal Elevation Plan

TRAINING METHODOLOGY

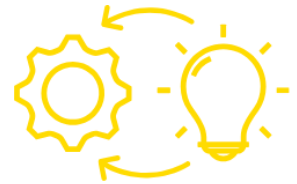


Our training methodology is designed with a core focus: to ensure that the knowledge acquired translates into tangible results, adding substantial value and visibly improving performance within the workplace.

We employ an outcomes-based approach, fostering active engagement through highly interactive, facilitator-led sessions.

WHAT WE OFFER

- Public Courses vs Closed Group Training
- Face-To-Face Training (F2F)
- Virtual Instructor-Led Training (VILT)
- Customisation
- Impact Compass
- myQuest LMS



POST COURSE ASSISTANCE

Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation.

Delegates can ‘Contact the Coach’ for support, Information or assistance with additional questions regarding the application of theory covered during the course.



Personal Elevation Plan – Bridging the Gap from Training to Workplace Application

The Personal Elevation Plan isn’t just a takeaway – it’s a structured, practical guide that helps delegates seamlessly transition their learning into real-world action.



Sustained Development and Accountability: By tracking progress and engaging with their managers, delegates stay committed to their growth, making learning an active part of their professional journey.

A Tool for Measurable Impact: Rather than training being a one-time event, this plan enables organisations to see tangible results by embedding new skills into everyday work.

A Catalyst for Meaningful Conversations: Ideal for one-on-one coaching and performance discussions, the plan encourages ongoing development dialogues between delegates and their managers

OUR COMMITMENT TO YOU ...

Kwelanga Training’s Commitment

*To develop and inspire each individual to be the best that they can be.
To assist clients in the transfer of skills and positive behaviour change.*