

Leading Change in Turbulent Times

Leading organisational change is always a challenge – even more so when times are tough. How do you bring about change in times of austerity and financial cutbacks? Cutting budgets and cutting jobs isn't pleasant, but it's relatively straightforward to do. The real challenge is after those cuts have been made – how do you create an organisation that is as effective as possible, with only limited resources? **This is the real test of leadership and that's what this one day programme is about.**

SESSION INCLUDE:

1. The change equation – the three factors that make change work
2. The change curve – understanding the psychology of change
3. Five steps to effective change
4. Keeping the end in mind and the importance of vision
5. Balancing simplicity and complexity
6. How to prosper in adversity
7. Different approaches to leading change – how to choose the right approach for a given situation
8. Taking tough decisions with integrity
9. Managing morale – six things to avoid, six must dos
10. When you must consult and when you must not!
11. Organisational culture – what it is, why it matters and how to change it

FACILITATED BY:

Larry is managing partner of 21st Century Leader, a specialist organisational change consultancy. He has developed the change leadership skills of local authority managers in Cumbria, Derby, Doncaster, Hampshire, Kirklees, Manchester, Newcastle and Shropshire. He has also advised senior managers at Greater Manchester Police, the Department of Health and the Department for Social Development in Northern Ireland.

BENEFITS OF IN-HOUSE TRAINING FROM THE HUB EVENTS:

1. Tried and tested training workshops with a proven track record and excellent feedback
2. Practical, challenging and fun training from leading experts with extensive training experience
3. Agenda adapted to meet your specific training needs
4. Convenience and flexibility – a time and location to suit you
5. Cost effective – a one off fee rather than incurring costs per delegate

For more information about running this course in-house, please get in touch: info@thehubevents.com or **0161 484 5002**.

WHO SHOULD ATTEND?

Chief Executives, Deputy Chief Executives, Senior managers, HR business partners and OD specialists who are as concerned about the long term health of their organisation as they are about the short term pain of restructuring.

Available in house from **£1900 + VAT** for up to 8 participants

FEEDBACK FROM PREVIOUS PARTICIPANTS

"Really challenged my thinking. Excellent! Really good facilitator."

"Well paced, clear and good use of humour. Allowed discussions to follow a natural course and then brought us back on track."

"Great flow/pace and useful tools but didn't feel academic. Larry was great!"

"Good structure and mix of theory and experience. Really good balance in terms of challenge and support. Good at group dynamics. Enjoyed the people, the style, all of it really."

"Excellent trainer, very engaging. Variety of content kept it feeling dynamic"