

Change management

*This training is intended
for managers of managers*

Duration: 2 days

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The seminar objectives

To help and manage change effectively

- To open oneself to change
- To know the change process and to recognise it in a team; to be able to help it
- To define a change management strategy

The seminar programme (1)

1. To distinguish between the different types of change

- Within your own company
- Through your path as a manager
- To understand the impact of the context and of the environment

2. To identify the managerial skills necessary to lead change

On the basis of a system of reference for managerial skills, to identify the individual and collective strengths and weaknesses in the field of change management.

The seminar programme (2)

3. The process of change

- The change curve, the different steps to go through
- To place oneself and one's collaborators on this curve
- The different needs for help during each phase

4. The resistance and defence mechanisms

- The more frequent resistance mechanisms: to criticize, to feel victimised, denial, etc.
- The appropriate ways to help individually and collectively

The seminar programme (3)

5. To listen actively and to create trust

- To distinguish between the logical levels of expression and to match them
- To take the emotional expression into account
- 3 keys to create and to cultivate trust

6. Coaching workshop : inventory of the changes to manage and to help. Help for the next step, that can be, depending on each participant's situation:

- To build a change management strategy
- To communicate about change
- To organise the collaborator's help



Seminar organisation

This seminar is organised within a company.

It will be adapted to your environment and to your specific context.

As presented in this document it lasts 2 days.

Depending on your needs a bespoke follow-up can be provided.

The consultant and coach

Danièle Eozenou, Eric Siegrist or one of their colleagues.

Each of them have been working to help change in various professional settings and in different contexts for the last 10 to 20 years.

Pedagogy skills: theoretical presentations enriched by a very interactive pedagogy which combines coaching in pairs, co development, thought workshop, case studies, etc.

Recent references

AP/HP

AXA-IM

Bouygues Telecom

Crédit Agricole SA

Groupe Casino

Mutuelle Nationale
Territoriale

Société Générale

Soparind Bongrain

etc.

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