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Change Manager Training

From practice for practice: successfully lead changes in your organization.

To stay agile and intergenerationally include employees in phases of change will also stay a crucial advantage in the future. Capgemini Consulting confirmed that in the CHANGE MANAGEMENT Study 2012: In Germany, Austria and Switzerland, 150 big and medium enterprises were questioned about this. According to the study, the ever-shorter change cycles lead to an enhanced learning process referring to designing change processes as well as to an unbroken need for change competence. 50% of all change initiatives fail. In the future, managerial staff will take on the job of leading change processes in addition to their organizational tasks. This places special demands on executives and their internal as well as external process consultants. Our response to these demands of the future is the training of multipliers in systemic process consultancy. The training applies to managerial staff, project leaders, staff developers, organisation developers, Change Agents or representatives for change processes.

Goal: with this we would like to facilitate the realization of plans for change and offer you the opportunity to build a network outside your company, to reflect on recent projects and to specifically develop yourself.

In three modules, everything is about the expert guidance of change processes. Therefore, the further development of the own personality is an important core element of the entire training. In this training, we would like to pass on tried and tested tools from successful assignments of the past years to practitioners.

In module 1 "Systemic Intervention", you get first tools for practical consultancy after determining your own position. Furthermore, it is about your own attitude as a consultant and guide as well as the basic understanding of solution-oriented consultancy.

Module 2 "Designing Processes" includes the constructive handling of group dynamics and resistance.

Part 3 "Change Management" is based on the first two parts. It is about

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planning and designing longer processes that for example include the entire organisation.

Our offer:

In all three modules, you train methods that you can directly apply to our own working life. We work in compact formats full of intensive training and feedback. In each module there is the opportunity to work on real cases or case studies. Right from the beginning, we continually train the use of tools and approaches by means of mutual advice and supervision.

Target group and requirements:

- Project leader, coordinators, specialist and executives, leading employees in times of change.
- Personnel development worker and organisation development workers from companies.

Your five advantages:

- small learning groups of 8 – 12 participants.
- learning from each other by means of case work under supervision.
- Experience-oriented training with seminar documents/papers and photographic documentation.
- 2 trainers as standard opportunity of professional individual coaching (also by phone) as well as well-aimed preparation for special situations in our own working life.
- Opportunity to develop your own project throughout the whole training.

We would gladly make you an offer.

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