

CHANGE MANAGEMENT ESSENTIALS: THE ADKAR MODEL

Understand the dynamics of change at the
individual, team and organisational level



Awareness



Desire



Knowledge



Ability



Reinforcement

19 OCTOBER

YOU WILL LEARN TO

- ▶ Define the key steps to manage change
- ▶ Effectively communicate change through various methods
- ▶ Manage and motivate people through the change process
- ▶ Develop a change plan that you can immediately investigate

EXPERT FACILITATOR



Dianne McCabe
Change & Resilience Coach & Consultant
The Happy Path

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ABOUT THE EVENT

Change management is the discipline that guides how we prepare, equip and support individuals to successfully adopt change in order to drive organisational success and outcomes. Too often than not organisational changes fail because employees do not understand the importance of the change or how to make the change successfully and leaders are not equipped to engage individuals effectively during the change and to manage any potential resistance. You need a structured approach for supporting individuals in your organisation to move from their own current state to their own future states.

This workshop will provide you with the tools to identify the change lifecycle steps required to effectively manage change using the most appropriate change management model and frameworks.

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AGENDA

Change and the individual

- ▶ Understand how people respond to change and how we are impacted
- ▶ Strategies to help people through change
- ▶ Develop a plan to investigate change, recognise barriers and constraints to change

Change and the organisation - Defining the change

- ▶ Understand the process of organisational change
- ▶ Identify drivers for change so you can facilitate it
- ▶ Analyse the impact of change and how to define a change vision
- ▶ How to identify the driving forces vs restraining forces

Applying effective change management practice

- ▶ Define the key steps to manage change
- ▶ How to apply the ADKAR Model to facilitate change
- ▶ Stages of the ADKAR Model
- ▶ Understand the lifecycle steps to manage change

Communication and stakeholder engagement

- ▶ Effectively communicate change through various methods
- ▶ Tools to lay the foundations and respond to resistance to change
- ▶ Reinforcement to keep change management in place

YOUR FACILITATOR

A change and resilience coach, consultant, facilitator and speaker. Dianne works with corporate leaders, teams & organisations across the globe, to sustainably drive change, without sacrificing mental wellbeing. As a former corporate leader, with a career spanning over 25 years in technology and organisational change, Dianne totally gets the challenges (and stress!) associated with trying to do MORE with LESS... less time, less budget, less resources.



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