

Agile Organizational Change

Course code: HRT-019



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Long-term organizational success is dependent on the ability to adapt and change rapidly in a fast-paced world, grabbing new opportunities and guarding against impending threats. Agile organizations are able to anticipate changing conditions; from new innovations to geopolitical trends, and nimble enough to capitalise on fresh situations as they arise. It up to organizational leaders to create the conditions in which people are willing and able to adapt swiftly to changing circumstances. If, on top of this, employees learn to regulate and channel their own responses to change, then there is a synergistic effect that leads to a truly Agile Organization. This Agile Organizational Change training course will feature:

- The principles, practices and benefits of Agile Organisational Change
- Scanning the horizon for change
- Leading Agile Organisational Change
- Developing workforce agility to change
- Engaging senior stakeholders positively with change
- Embedding and Sustaining organizational change

Why Attend

This course uses instructor-led sessions, guided discussion, and practical exercises built around Day one: Challenges of Agile Change, Day two: Agile Change Framework, Day three: Giving People Control, and day four: letting go of the past.

Who Should Attend

Senior operations managers
Middle managers
Change Management Specialist
HR Professionals
Project Managers

— Learning Objectives

- Excel as a leader in times of change by applying the principles of Agile Organizational Change
- Engage colleagues and the wider workforce to work constructively with change
- Anticipate and respond rapidly to new opportunities and threats
- Set clear direction, help people embrace new habits, and make change stick
- Apply best practice tools, templates and plans
- Maximising and sustaining the benefits of change

Course Outline

DAY
1

Day one: Challenges of Agile Change

- What is Agile Organisational Change?
- The challenge of change
- Change leadership
- Creating a workforce that is agile to change
- Horizon Scanning – opportunities and threats
- The origins of resistance to change

DAY
2

Day two: Agile Change Framework

- Logical and emotional components of change
- Crazy Time
- Leading in an uncertain world
- Communicate, communicate, communicate
- The importance of a sense of purpose
- Creating a compelling context and vision for change

DAY
3

Day three: Giving People Control

- Benefits Mapping
- Engaging and empowering your workforce
- Winning over senior stakeholders
- The power of dialogue
- Sponsors and Change Champions
- The challenge of letting go of the past

DAY
4

Day four: Letting Go of the Past

- Breaking connections at work
- Dealing with loss
- Drawing a line in the sand
- Using ceremony to break with the past
- Building new connections
- Forming new habits

DAY
5

Day five: Locking-in Change

- Sustaining performance through the transition period
- Avoiding reversion to old habits
- Climbing the Learning Curve
- Locking in change
- Bringing it all together
- Creating a plan of action for your own change

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.