Program objectives

Managers and professionals are involved in managing change every day, yet are not always equipped with the necessary knowledge and skills to achieve the best outcome for themselves and their organisation.

The main challenges of leading and managing change typically do not lie with the hardware – new systems, structures, or technologies. The main challenges concern the human aspects - the liveware. From simple structural adjustments to major organisational transformations, the key issues have to do with building support, winning commitment, minimising or overcoming resistance, and managing conflict.

The aims of this workshop are to:

1. Review trends and developments in the field of change management.
2. Explore why textbook guidelines for managing change are so difficult to apply in practice, and what to do about it.
3. Identify attributes of the effective change agent and invite participants to consider the strengths and limitations of their own change leadership expertise.
4. Consider tactics for dealing with organisational politics, which can become more significant in the context of change.
5. Apply methods, techniques and ideas to specific change projects in which participants may be currently involved.

Stimulating, interactive learning

The workshop will be practical, informal and participative, providing a rich, stimulating learning experience. Lois Whittall's interactive teaching style uses a variety of methods to involve participants, including lecture input, diagnostic and self-assessment, group work and case studies.

Who should attend?

This program is designed for managers, team leaders, professionals and others who are, or may become, responsible for leading, driving and implementing organisational changes, projects, initiatives or programs. The key tools, techniques and concepts have application for both large and small change initiatives.

Essential skills for managers to successfully implement change initiatives

As the pace of change in corporate Australia accelerates, effective change agents are increasingly sought-after. Organisations rely on people who can lead and inspire others to implement initiatives smoothly and successfully.

Change management is an essential skill for anyone in a management role. Being a strong and effective leader means being an effective change agent.

This two-day management development workshop will explore change from three interrelated perspectives:

1. The individual - how and why people respond or react to change.
2. The organisation – how change initiatives are formulated and implemented within the organisation in response to strategic objectives and environmental influences.
3. The change agent and their role in organisations. This includes assessment of the kind of change that is happening and what skills are needed to lead or facilitate change.

The focus will be on the key skills involved in managing change. These skills revolve around communication, conflict resolution, negotiation, team skills, networking and process skills.

You will gain insights into the reasons why people resist change and you will learn how to apply simple, but powerful interpersonal influencing techniques to overcome that resistance. You will acquire confidence in your ability to manage change constructively to achieve desired performance outcomes.

In short, this program will help you become a better, more highly skilled and resourceful change agent.

I gained a good understanding of change management principles and how they applied to my organisation.

Alison Holt
Acting Team Manager
Inner North Country Health Service
The presenter

Lois Whittall
BA Hons (Liverpool), MBA (Adel), FCMA

Lois has a background in Organisational Development, Finance and Human Resource Management. She has worked in a variety of public and private sector senior management and consulting roles in the UK, Australia and South East Asia.

Lois teaches Fundamentals of Leadership, Human Resource Management, the Management of Change and Managerial Leadership in the Business School’s MBA in Adelaide, Singapore and Hong Kong, and has designed and delivered Leadership Development programs for a number of global companies.

She is currently undertaking doctoral studies in the area of Organisational Development and Human Resource Management.

Investment and incentives

The standard registration fee for participation in one or two courses is $1,450 per course. However, attractive incentives are available for early registrations and Multi-Course Passes where registration with payment is received at least 28 days prior to the commencement of the (first) course - see table right.

Multi-Course Passes are valid for 12 months from purchase and can be used for any Short Course.

Cancellations and deferments

If written notification of cancellation or deferment is received no less than three weeks prior to the program start date, the full fee will be refunded. If notification is received between four days and three weeks prior to the program start date, a 25% fee will apply. If notification is received less than four working days prior to the program start date, the full fee will be forfeited.

If the intended participant is unable to attend, a suitable substitute will be accepted right up to the morning of the program with no financial penalty.

Accommodation (optional)

While this program is non-residential, there are a number of hotels within walking distance should you require accommodation.

For further enquiries

Executive Education Unit
The University of Adelaide, SA 5005 Australia

Telephone: +61 8 8313 3268
E-mail: execed@adelaide.edu.au

DISCLAIMER: The information in this publication is current as at the date of printing and is subject to change. You can find updated information on our website at adelaide.edu.au

CRICOS 00123M © The University of Adelaide.

Registration Form and Tax Invoice

Upon completion of this form, including the relevant payment, this form will become a Tax Invoice. ABN 61 249 878 937

YES I/we would like to enhance my/our change management skills.

Course Dates: DD M M YYYY to DD M M YYYY

Please accept the following registration(s) at this Short Course:

Number of people attending: ______ Amount payable (GST-free): $ ______

NB: Please complete separate registration forms for each participant.

Name: ________________________________
Title: ________________________________

Position: ________________________________

Organisation: ________________________________

My organisation is: Government Non-Government

Convenient Payment Options

☐ Credit Card: Please register and pay online at http://www.ua.edu.au/execed-courses/

☐ Cheque: Please make payable to The University of Adelaide and forward with a copy of THIS registration form to;

Executive Education Unit
The University of Adelaide, SA 5005 Australia

e: execed@adelaide.edu.au

I would prefer not to receive promotional material regarding future programs offered by the Executive Education Unit.