

## COURSE OVERVIEW • ORGANISATIONAL CHANGE MANAGEMENT (OCM)

Undertaking successful organisation wide change management requires a solid foundation and bespoke implementation – *one size does not fit all*. Well executed **OCM** is the bedrock of continued success and growth in an ever increasingly diverse and changing world across all industry types and sectors. This course looks at providing change leaders or participants with the foundational knowledge, skills and context to deal with, lead, and manage organisational change.

The course explores methods of supporting those affected stakeholders in the organisation in their journey along the change initiative. Insight is provided on ways to assist those stakeholders affected by change who often feel powerless because of the change affecting them.

### Topics Covered:

- Introduction to Organizational Change Management (**OCM**)
- OCM basics and context setting
- Change – drivers and models
- Change Preparations
- Change within Organizations
- Stakeholder identification and Engagement
- Communicate and communicate again
- Impact brought by change

### Learning Outcomes:

- A foundational understanding in Effective Decision Making
- An ability to recognise decision types
- An understanding and appreciation of different decision making processes and tools
- An ability to use and implement a range of decision making tools
- Understand organisation based decision making
- An understanding of the behavioural aspects associated with decision making
- An insight to evaluating faulty decision making and considering the ethics and biases involved in making decisions

### Who is this course for?

- Managers and supervisors
- Change management resource/team
- Executives and senior managers
- Project team
- Project support function

