



Palomino Training Solutions
specialists in corporate training

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Change Management Training (1 day)

Course Overview

Fact: *With the correct coaching and motivation, employees can reach heights beyond expectations.*

Managers traditionally have had the task of contributing to the effectiveness of their organisation while maintaining high morale. Today, these roles often have to be balanced off with the reality of implementing changes imposed by senior management. Managers who have an understanding of the dynamics of change are better equipped to analyse the factors at play in their own particular circumstances, and to adopt practical strategies to deal with resistance. This workshop will help you deal with change and will give you strategies to bring back to your employees.

This workshop includes dynamic trainee/trainer interactions and discussions, written and oral exercises, case studies, reflection, quizzes and a workbook for each participant to take back to the workplace.

Target Audience

This workshop is designed for all levels of organisations, particularly those with management and people leader responsibilities, including; managers, team leaders, supervisors and line managers.

Course Outline

SECTION 1: What is Change?

SECTION 2: The Change Cycle

1. The three phases
2. Insights

SECTION 3: Who Moved My Cheese?

1. Pre-Assignment Discussion
2. Relating to the Characters
3. Hem and Haw's Journey of Loss

SECTION 4: The Pace of Change

1. The Trend of Change
2. Case Study: Getting More from the Last Hour



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SECTION 5: The Pyramid Response to Change

SECTION 6: A Four Room Apartment

SECTION 7: Dealing with Resistance

SECTION 8: Strategies for Dealing with Change

SECTION 9: Managing Anger

1. The Five Dimensions
2. Dealing with the Anger of Others

SECTION 10: Managing Stress