

The Systems 3 Group Mentor Program... moving businesses to the next level.

- ✓ *Need to create a pathway through organisational transformation?*
- ✓ *Need to learn how to lead teams through times of transition?*
- ✓ *Need an easy-to-follow change-action plan?*

Change Management—OE8

Course Description

This 1-day course will provide you with knowledge and skills to:

- **Identify reasons for a change**, aligning with strategic direction
- Understand culture and **resistance to change**
- Create an effective action plan to **manage people through the process of change**
- Take your organisation from its current state to the *desired* state
- Encourage, persist, impose then celebrate success

Who Should Attend?

- **Managers** looking to change organisational culture
- Project and process change leaders
- Those wishing to **quickly advance** transition in their areas
- Aspiring change management consultants

Special Features Of The Course

This course features a focus on an ordered process to change. Following logical steps, you will develop a detailed change management plan to provide smooth organisational transition.

Included In The Course

- Morning, afternoon tea and lunch
- **Course Manual: Successful Change Management**, S3G, 2008

Course Overview

Concepts

- Avoiding change for change sake, **reasons for change**
- ***It's more a matter of leadership*** ability than management skill.
- Smooth **transition to success** involves ordered processes

Key Aspects

- Reasons and urgency
- Stakes involved
- Target population
- Degree of resistance
- Expertise of the change team
- Preparation: psychology and process engineering
- The time frame
- Personalities and persistence
- Contingencies
- Encouragement and enforcement
- Communicating Success

HOW TO REGISTER

Price: \$5,500pp (inc GST) for the 10 month program. Please Enquire about our Mentoree Subsidy or \$495 for individual modules.

Phone: Toll Free (from within Australia) 1800 110 034

Fax: 61 7 3856 0099

? Questions
info@s3g.com.au

Course Calender
www.s3g.com.au



“ For me, it really helped simplify a daunting process. The case studies and real-life examples and the interactive discussion sessions really helped me fully understand what's required of me. ” **Melbourne, VIC**

The Change Process Six Stages

1. **Identifying the need** diagnosis or analysis of the need is essential
2. **Preparing the path** ordered goals are set to be achieved at various levels and in various areas or functions
3. **Choosing Approaches:**
 - 1) **Empirical-Rational:** Information and incentives
 - 2) **Changing Norms-Re education**
 - 3) **Power-Coercive:** authority and imposition
 - 4) **Environmental-Adaptive:** old to new
4. **Undoing the past** barriers preventing transition require removal
5. **Starting a fresh** moving from one state to another is accomplished to transform old to new
6. **Consolidating the change** strategies, systems, monitoring and management will ensure change is sustainable

Group Discount (all public courses, 1 booking) : 3+ people 5% off total (within the same organisation)
5+ people 10% off total (within the same organisation)

Enquire about our *In-house Courses*

Environmental, Health & Safety:

- Environmental Management Systems Auditor (AE01)
- Occupational Health & Safety Auditor (AOH1)
- Integrated Environment, Health & Safety Auditor (EHS01)
- Environment, Health & Safety Internal Auditor (EHS02)

Health & Aged Care:

- Aged Care Quality Assessment (AA01)
- Aged Care Internal Auditor (AA03)
- Monitoring Systems - Taking Control (MA09)
- Retaining and Developing your staff (MA10)

Quality:

- Quality Management System Auditor (AQ01)
- Quality Management System Internal Auditor (AQ02)
- Laboratory Quality Management System Auditor (ALQ01)

Food Safety:

- Food Safety Management Systems Auditor (AFS01)
- Food Safety Management Systems Internal Auditor (AFS02)

OR:

We can address your **specific, key business and training requirements**. Please contact us for a **tailor-made, in-house course** proposal.

Fantastic Feedback

The evaluation of participant feedback forms from 2001 to 2007 reveals an average presenter satisfaction rating of 6.45 (on a rating scale from 0–7) and an overall course satisfaction rating from 6.35.

Our Expertise

All of the Systems 3 Group's trainers are currently practicing consultants. This means that they maintain current knowledge of operational methods, statutory requirements and enforcement criteria. In addition, all company trainers are tertiary qualified and company course designers hold Australian qualifications Certificate IV in Workplace Training and Workplace Assessor.

Our trainers are not 'career' trainers.

Instead, our trainers are experts in the industry—called upon by internationally recognised clients, often at crisis time.

This means students of our courses benefit from real-life, in-field experience and knowledge, with much of the case studies used in training coming directly from the field.

The bottom-line advantage to clients means students acquire practical knowledge at the front of their industry trends.

We have trained over 10,000 students and represent over 200 blue-chip clients internationally.



“ It was the round table and frank discussions regarding the outcomes that gave me the understanding of the full requirements. ” **Melbourne, VIC**