

Becoming a Super Change Agent

2 Day Change Management Workshop

“The Strategies of Changing People’s Behaviour & Mind-Set”

Suitable for

Managers, directors, senior and middle management, executives and business owners who want to make personal changes and manage people change process in organization.

Course Description

- Is it easy to make people change?
- People do understand the need to change, but they just don't take action. Why?
- How can company implement change if people are not convinced?

Change is painful, fearful, disruptive and costly. Given a choice, most people rather choose to remain status quo. The biggest problem faced by many organizations is to get their staff to embrace change and not to resist it.

The program is based on book "**Lessons from the Monkey King**" by **Arthur F. Carmazzi**. It uses Directive Communication psychology to deal with human behaviours of people working in groups and the way people act and react to emotions. It applies psychology strategies to individuals to change from within, take actions and affect those around as well as those around affect the individuals.

At the end of the session, the program will instill a sense of change readiness and take initiative to become a change agent for your organization.

Course Objectives

At the end of the workshop, participants should be able to:

- Overcome personal barriers and become a change agent in the process of change.
- Create positive change in the environment by making small changes in the behaviours.
- Assess forces of change - external & internal to align strategies of change.
- Create a shared sense of urgency to generate momentum to initiate change.
- Be inspired and take leadership initiative to make a difference.

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Course Content

1. Why Change? Gap Assessment

- What is happening around us?
- External Forces of Change - PESTS Factors
- Barriers of Change - Attitude, Fears & Habits

2. Change Starts with You

- Ideal work environment - is it possible to achieve?
- Video - Lessons from Monkey King (based on book by Arthur F. Carmazzi)
- Story of 5 Monkeys
- The 4 Trials

3. The Personal Psychology for Change

- 8 Human Emotional Drivers
- The Need Sucking Syndrome
- Our Reticular Activating System
- Encoded assumptions & Rules of engagement
- Circle of tolerance & emotional reaction

4. Becoming a Change Agent

- Your Role as a Key Influencer
- How to manage resistance
- 5 levels of Corporate Culture Evolution
- 5 Pillars of Transformation Team
- Your Change Action Plan

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Other Details:

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