

**Course Title:****HR As A Change Agent – *Effective Change Management Skills***

Change is a constant. From the change of processes to leadership to wholesale organisational change due to merger and acquisitions, HR practitioners are often called upon to lead the people side of change, to be the Change Agent to ensure that the overall change management is a success.

Research has showed that close to 70% of the most change management projects or initiatives fail. Often, such failures are due to the challenges related to people. HR practitioners are often ill-equipped to manage such challenges, which is a result of their respective management and organisation being ill-prepared or ill-informed in meeting such challenges.

In this 1-day workshop, our facilitator would relate to his own experience as a HR practitioner involved in various change management projects, the largest which was during a merger where he played a leading role. He has effectively combined and used three different models, all of which on their own have been proven in many business cases to be effective and impactful, and how he has applied all three successfully.

**Learning Objectives:**

- Understand the role of HR as a Change Agent
- Describe the key pillars in a Change Management Project and the factors surrounding each pillar
- Understand the ADKAR, Cycle of Grief and Kotter's Eight-Steps models
- Applying all three models in preparing and supporting Change Management projects in a structured approach
- Identifying possible risks during the approach and how to mitigate such risks

**Course Contents:**

- HR as a Change Agent
- The three key pillars of a Change Management project
- The internal and external factors surrounding each pillar
- Common pitfalls in failed projects
- ADKAR, Cycle of Grief, and Kotter's Eight-Steps models
- Using all 3 models and the step-by-step approach
- What are the activities, deliverables and success criteria of each step
- The risks in the approach and how to mitigate them

**Methodology:**

Trainer-led facilitation, case study group discussion and presentation, individual review and reflection

**Who Should Attend:**

HR practitioners managing or leading change projects, people managers involved in change initiatives, individuals involved in leading or participating in change projects

**Course Duration:**

1 Day (8 hours)