

## STREAMLINING SUCCESS



### *Streamlining Success*

Change is fundamental to the growth and development of an organisation. Success, however defined, depends largely on good management of this change.

The overall success of any initiative that induces change primarily depends on addressing people-related issues, regardless of the technical proficiency of the solution. The way in which individuals react to change of any nature often has a detrimental effect on their performance, with the associated knock-on effect on the performance of the organisation. The greatest challenge of change management is therefore in addressing resistance and aligning staff perceptions to the new reality, thus creating an organisation that is willing to accept ownership and responsibility for sustaining the change.

Siyandza Change Management Training provides organisations with a set of interventions to avoid known pitfalls during periods of change, as well as awareness of sensitive organisational issues outside the focus of an implementation plan.

The methodology focuses on management of the natural human reaction to change. The objective is to speed up the individual change response, thereby shortening the time from immobilisation to acceptance of the change. This includes management of the impact of the change on individuals in the organisation and strengthening the commitment of key players to the process.

Siyandza Change Management Training offers delegates the tools needed to maximise individual performance in a systematic way, thereby ensuring the organisation's change objectives are achieved.



*Delivering outcomes based corporate training solutions  
tailored to your company's specific needs*

## *Who Should Attend Siyandza Change Management Training?*

- Executive, Operations, or Personnel Management
- Team Leaders
- HR Practitioners
- Change Practitioners
- Project Managers
- In-house Consultants

## *Learning Outcomes*

- Understand and apply change management theory
- Learn to recognise and manage fear and resistance to change
- Transform change antagonists into change champions
- Reduce resistance and build resilience in your team
- Apply practical change management tools
- Integrate the change management methodology into a project
- Avoid common traps and pitfalls in the management of any change, large or small
- Discover useful tips and tricks for managing a change process

## *Our Approach*

Human behaviour is not random; it has structure and reason, instigated and directed by a set of beliefs. In order to change an established response, an individual's beliefs need to be challenged.

Siyandza Change Management Training aims to help organisations recognise the signs of people-related risks, and to address these signs and their root causes. Our approach is to surface resistance early in order to identify opportunities to:

- Build change resilience skills and coping strategies
- Assist people to fully understand the change process and its implications
- Learn to accept these implications and move forward

Early surfacing of resistance allows an organisation to mitigate risks before they can impact on implementation, at which stage resistance would be most destructive to success.

The Change Management Training methodology can be aligned to the implementation of any change, achieving defined outcomes and facilitating the smooth transition of any initiative within your organisation.

*If you would like to learn more about Siyandza Change Management Training, please contact us.*



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