



CONNECTING PEOPLE WITH POWERFUL COMMUNICATION

**GROW YOUR TALENT,
GROW YOUR ORGANISATION.**

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Organizational Change Readiness Assessment Tools



About this course

Are you ready to shake things up at work? Out with the old and in with the new. It's time for change and you're full of ideas and strategies to make it happen. Good for you. But wait...Your team doesn't want to change, they like things the way they are, and even your boss has concerns, "Is now really the best time for change?" You start to wonder, where is all this resistance coming from? Unfortunately, change has an interesting way of affecting people that can often result in resistance. If you're going to be an advocate for change, as all good leaders should be, you need to start by understanding what you're up against.

Who Should Attend?

For anyone who desires to elevate their communication skills to build better connection with others.

Learning Outcomes

By the end of this programme, participants will be able to:

1. Understand the importance of communication in personal and professional relationships.
2. Explore different communication styles and their impact on interactions.
3. Learn strategies to calibrate communication for building rapport and enhancing understanding.
4. Cultivate the ability to forge deeper connections through powerful communication techniques.
5. Enhance positive relationship with positive communication
6. Connect with different personality and speak their language



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UNDERSTANDING CHANGE, VUCA & READINESS FOR COMMUNICATION



MODULE 1, 2

1. Introduction to Change Management

- Defining Change Management
- The Importance of Change Management in Organizations
- Types of Organizational Changes (Transformational, Incremental, Strategic)

2. The VUCA Framework

- Defining VUCA
- Volatility
- Uncertainty
- Complexity
- Ambiguity
- Impact of VUCA on Organizations



MODULE 3

3. Diagnosing Change Readiness

- Assessing Organizational Readiness for Change
- Tools and Techniques for Change Readiness Assessment
- Case Studies and Group Discussions



LEADING CHANGE THROUGH POWERFUL COMMUNICATION



MODULE 4

4. Change Management Models and Theories

- Lewin's Change Management Model
- Kotter's 8-Step Change Model
- ADKAR Model (Awareness, Desire, Knowledge, Ability, Reinforcement)



MODULE 5, 6

5. Leadership in a VUCA World

- Qualities of Effective Leaders in VUCA
- Building Agile and Resilient Teams

6. Communication Strategies in Change Management

- Effective Communication Plans
- Stakeholder Analysis and Engagement
- Dealing with Resistance to Change



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