

Managing Change successfully

-Référence: **IE-26**

-Durée: **2 Jours (14 Heures)**

Les objectifs de la formation

A qui s'adresse cette formation ?

POUR QUI :

- Anyone having to deal with Change Management in the scope of an Information System project.

Programme

- **Change Representations**

- Change in its different forms (human and organisational).
- Unforeseeable reactions, behaviour and resistance to change.
- Questioning and the ?mourning? period.
- Hands-on work Role-play.
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- **Adapting to Change**

- Positive and negative responses to stress due to change.
- Adaptation period.
- Main stages of personal growth.
- Identifying resources.
- Developing new skill sets.
- Hands-on work Identify stress factors in different situations and offer appropriate responses.
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- **Giving Sense to Change**

- Using Change as a catalyst for Progress.
- Being an active Player.

- Building professional or personal project.
- Clarifying goals.
- Project Management.
- Alignment.
- Hands-on work Formalise projects and ambitions.
- Reduce the gap between the dream and the reality.
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- **Communicating Change**
 - Ensuring Change has been communicated clearly and understood.
 - Interacting, brainstorming and sharing ideas.
 - Direct and indirect approaches.
 - Socio-dynamic approach.
 - Active listening.
 - Questioning and maieutics.
 - Exercise Case study exercises.
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- **Change Management**
 - Do you possess the right credentials to drive Change?
 - Planning each key step and piloting Change successfully.
 - Implementing orderly and systematic processes.
 - Time Management.
 - Coaching.
 - Exercise 3 scenarios: Piloting change.
- **Communiquer pour mieux former et accompagner**
 - Connaître les types de profils de personnalité.
 - Identifier les comportements et s'adapter à son interlocuteur.
 - Activer la motivation à l'aide des déclencheurs.
 - Comprendre les trois degrés de stress et comment les prévenir.
 - Savoir demander un travail à son interlocuteur.
 - Mise en situation Jeux de rôle sur les styles de communication.
 - Débriefing collectif.



(+212) 5 22 27 99 01



(+212) 6 60 10 42 56



Contact@skills-group.com

Nous sommes à votre disposition :
De Lun - Ven 09h00-18h00 et Sam 09H00 – 13H00

Angle bd Abdelmoumen et rue Soumaya, Résidence Shehrazade 3, 7ème étage N° 30
Casablanca 20340, Maroc