



Change Management Course Brochure

1 Day Practical Workshop



Contents

Course Overview.....	2
Why Choose DCM Learning	3
Course Objectives & Benefits.....	4
Course Content.....	5
Trainer Profile.....	6
Who We Work With	8
Contact Details	9



The Right Fit.....For You

This Change Management course will introduce you to a range of tools and techniques that can be used to successfully implement change within the workplace.

Our **Change Management** course will explore the current organisational environment of your company and current change situations. Learners will get the opportunity to **practice the skills needed to manage change effectively** using real projects from the organisation.

The course will give learners a chance to share their experiences and knowledge - together **they will create a management strategy that can be used back on the job.** This strategy can then be used to ensure other people on the team are **quick to accept change and the organisation experiences minimum disruption.**

In our experience allowing learners to develop this strategy themselves **increases their commitment and buy-in** which in turn increases the overall success rate.

At the end of the course learners will have a Change Management toolkit for **understanding change, planning change, implementing change and communicating change.**

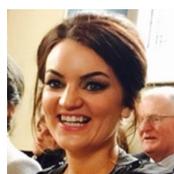
"I speak for all in saying that it was an excellent course. I found the course very interesting and beneficial both for my work and future career."

Marcin Cesarz, Lead Business Analyst, AIB



"We are all very happy with the training carried out last week & will definitely be in contact in the future"

Aoife O'Rourke, Key Account Manager, Tool & Plastic



"Great exercises, very relaxed and great models to explain, learning process and delivery of the information."

Jonathan Latimer, Fleet Training Instructor, City Jet





Why Choose Our Change Management Course

DCM Learning's Change Management course will introduce learners to a range of tools and techniques that can be used to successfully implement change within the workplace. They will get the opportunity to practice the skills needed to manage change effectively using real projects from the workplace.

Specific reasons to choose this course:



Experienced: We have trained over 274 individuals successfully in Change Management over the last two years.



Support: 15 full-time training consultants plus support staff (21 in total). We are large enough to be well resourced but small enough to care.



Excellent Trainers: Our trainers combine professional training know-how with relevant experience in their chosen training field.



Quality Assured Training: Make sure you Safeguard Your Training Investment. DCM offer courses accredited by national and international certification bodies, including QQI, PMI, IASSC, and Scrum.org.

You're in Good Company

We have delivered the Change Management programme to the biggest brands in Ireland including Google, Intel, Central Bank of Ireland, ESB, Football Association of Ireland and Abbott so you can have confidence in our ability to deliver the results you want to achieve.





Change Management Course Outline

COURSE OVERVIEW

The Change Management course will explore the current organisational environment of your company and current change situations. Learners will get the opportunity to practice the skills needed to manage change effectively using real projects from the organisation.

The course will give the team a chance to share their experiences and knowledge - together they will create a change management strategy that can be used back on the job. This strategy can then be used to ensure other people on the team are quick to accept change and the organisation experiences minimum disruption.

At the end of the course learners will have a Change Management Toolkit for understanding change, planning change, implementing change and communicating change.

LEARNING OUTCOMES

By the end of the programme each learner will have:

- A practical change management strategy that can be applied back on the job
- Self-assessed their existing skills and identified areas of improvement that will benefit them in leading the change process
- An understanding of the real barriers to change and how to overcome them
- Knowledge of tools and techniques that can be used throughout the change process - understanding change, planning change, implementing change and communicating change

Below you will find a proposed course outline detailing all the topics covered on the training programme.



Course Content

TOPIC 1: UNDERSTANDING CHANGE

- Why is change necessary?
- The link between change management and business results
- The phases of change
- Key principles of continuous improvement
- Why change can fail

TOPIC 2: CONDITIONS FOR SUCCESSFUL CHANGE

- How organizational culture can impact change
- Critical success factors - sponsorship; buy-in; involvement; impact; communication; readiness;
- Barriers and resistance to change

TOPIC 3: IMPLEMENTING AND MANAGING CHANGE

- The change management team - skills required; roles; responsibilities;
- Change management models, tools and techniques
- Developing a robust change strategy/plan
- Managing resistance to change
- Implementing change

TOPIC 4: MONITORING CHANGE AND MAINTAINING MOMENTUM

- Collecting and analysing results
- Identifying gaps and implementing corrective action
- Celebrating success/rewarding achievements



Andrew Gibson

Associate Director

Andrew is an accomplished training consultant and coach with a thoughtful and thought-provoking approach, yet he is entertaining and engaging. He has acquired the knowledge and skills of successful management and knows how to impart them to others. He has worked in training and development for over 15 years, helping people and organisations of all sizes and sectors achieve their goals.

Andrew's background in Behavioral Psychology means he is best placed to understand organizational change doesn't happen overnight and isn't always easy.

Andrew has vast experience as a trainer, mediator and conflict coach and has worked with the United Nations on mediation and conflict resolution. He has extensively studied the effect of inter-cultural conflict especially in the workplace.

Some of Andrew's qualifications and affiliations include:

- Honours degree in Psychology from Nottingham Trent University (NTU)
- Member of The British Psychological Society
- Higher Diploma (H. Dip) in Conflict Resolution
- Member of the International Mediation Institute (IMI) and an IMI Certified Mediator
- Member of the IMI Appraisal Committee; the role of this committee is to manage and approve new qualifying assessment programmes

"Please feel free to use me as a reference for anyone considering it. Andrew was an expert facilitator who made the course very enjoyable. I'm delighted I did it!"

Alan Grogan, Programme Manager, Arthur Cox

ARTHUR COX



Inhouse Training, One Size Doesn't Fit All.

Does your team need Change Management training? DCM Learning has a full range of training courses and qualifications available for your team and company, in-house or off-site.

Based on your requirements, we will develop a custom-made training programme and deliver it specifically for your employees in a chosen location - giving them the exact skills and knowledge they need whilst saving on venue hire, travel, time and associated expenses.

Each daily session will be delivered onsite at a location of your choosing over a 7-hour period. We are flexible on group size, but for group sessions we would recommend a maximum of 15 people to allow for the more interactive elements of the course.

Below is an overview of our Inhouse Training Delivery and Costs:

Details	1 Day Training	2 to 5 Days Training	6+ Days Training
Cost	€1,095 per day	€995 per day	€895 per day
Materials	Included	Included	Included
Travel Expenses	Included	Included	Included
Areas Covered	All Counties	All Counties	All Counties
Customisation	Course Customised	Course Customised	Course Customised
Survey	Pre & Post Course Survey	Pre & Post Course Survey	Pre & Post Course Survey
Account Management		Dedicated Account Manager	Dedicated Account Manager
Free Public Course		1 Free Place	3 Free Places
Public Course Discount		15%	25%



Who We Work With

We train organisations of all shapes and sizes, from small businesses up to global enterprises. But we never forget that every individual matters, and we make sure that every learner gets what they need to reach their potential.





**Set your career on the
right course**

DUBLIN

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- ✉ dublin@dcmlearning.ie
- 📍 Guinness Enterprise Centre

CORK

- ☎ 021 2429691
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Blackpool Business Park

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