MATHER
CONSULTING
INSPIRING LEADERS > TEAMS > PERFORMANCE

Leading for Change

A targeted development programme for people leaders.

Today organisations are constantly responding to the dynamic environments in which they operate. Whether related to innovation, technology, market, customer or employee experiences and expectations, change initiatives should be managed in a way that realises objectives and recognises how best to engage people through change.
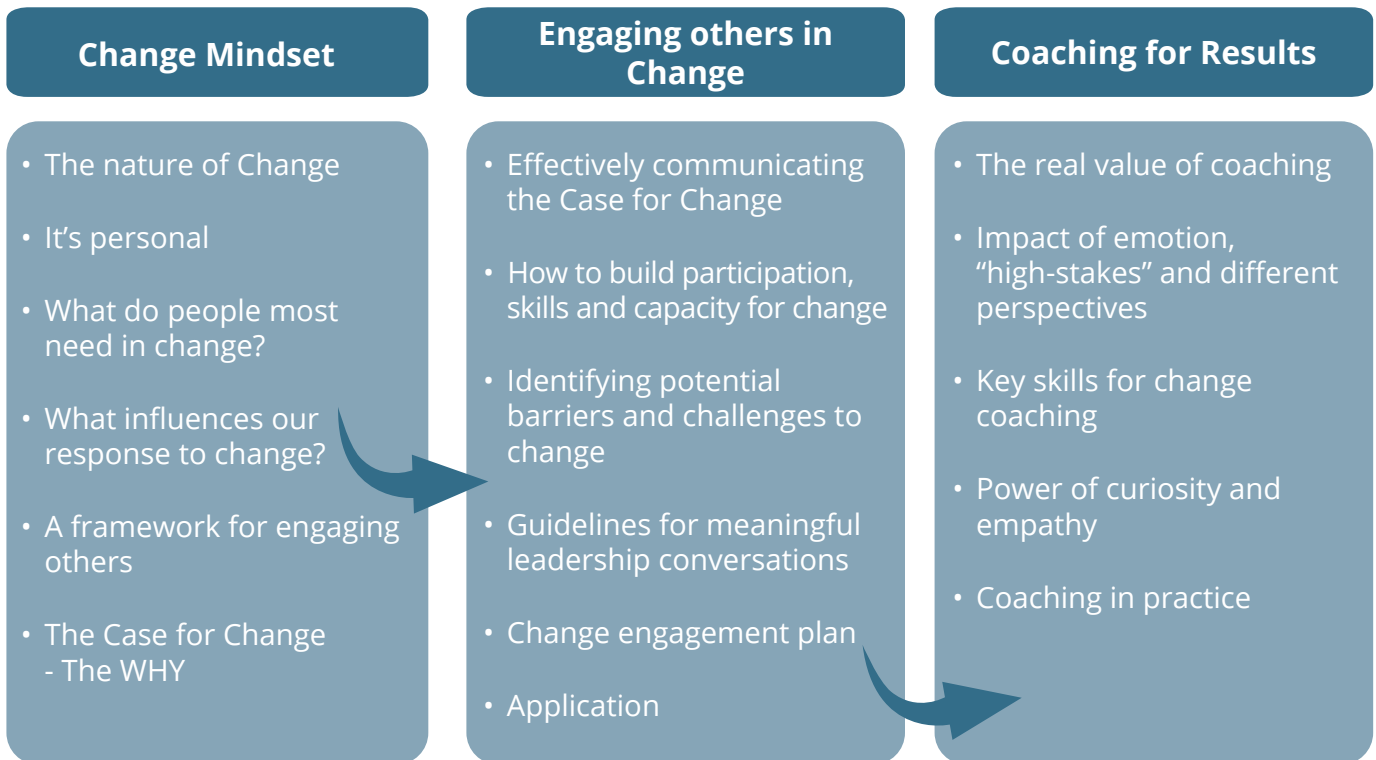
Why invest?

With the Leading for Change Programme, managers will have the skills, resources and confidence to champion change.

- Understand the impact of change on individuals and teams
- Recognise what influences our response to change
- Recognise the leader's role in change
- Apply an effective change model to engage others
- Have confidence to lead change conversations
- Effectively coach for buy-in and commitment
- Create a change engagement plan that achieves objectives
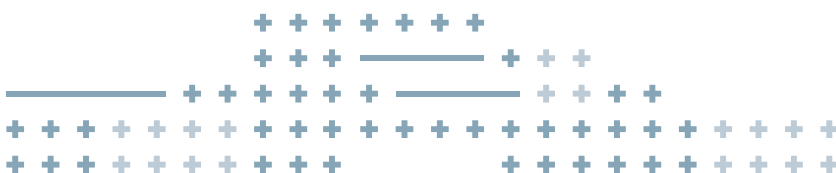
Programme **Outline**

This programme can be configured for virtual facilitation with resources provided before and after workshops. Most importantly, design and delivery is aligned to specific client context and objectives. Group, peer and 1:1 coaching supports development and activation.

Change Mindset	**Engaging others in Change**	**Coaching for Results**
• The nature of Change • It's personal • What do people most need in change? • What influences our response to change? • A framework for engaging others • The Case for Change - The WHY	• Effectively communicating the Case for Change • How to build participation, skills and capacity for change • Identifying potential barriers and challenges to change • Guidelines for meaningful leadership conversations • Change engagement plan • Application	• The real value of coaching • Impact of emotion, "high-stakes" and different perspectives • Key skills for change coaching • Power of curiosity and empathy • Coaching in practice

Outcomes

Enable leaders to lead change in a way that others can:

- **Understand the change:**
  They know what the change is, why it is happening and what the impact is for individuals, teams and the organisation

- **Support the change:**
  The change is lead in a way that people are supportive and actively participate

- **Implement the change:**
  People have the know-how, skills, resources, support, coaching and capacity to execute the change