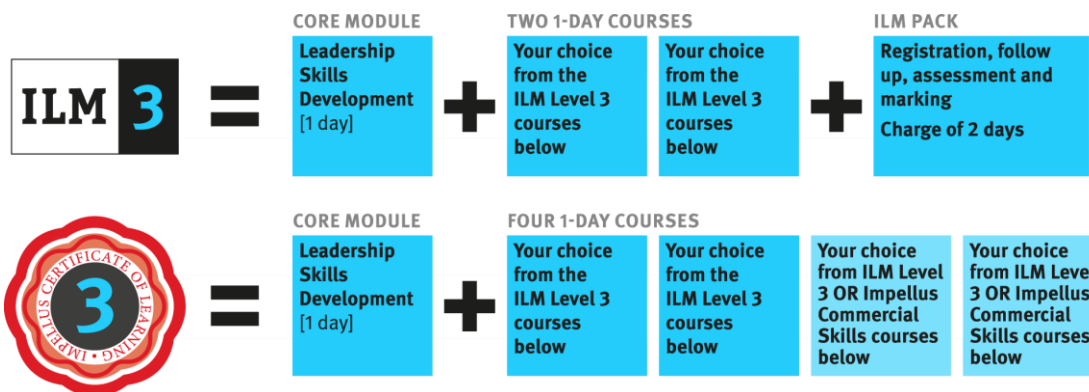


For managers or project team members who are looking to increase the success and adoption of innovation and changes in their departments, organisations or even their wider value chains.

The day takes delegates from the introduction of innovation to the implementation and measuring stages of successful change management. It focuses on the socio-political and human aspects of change; how to communicate changes, how to influence adoption, how to overcome barriers and disapproval, as well as Critical Path Analysis. Planning and monitoring tools provide delegates with a path to workplace change management.

For all dates and venues, see [here](#) or call **0800 619 1230**

This course can be taken individually or as an optional module that can lead to an ILM Level 3 Award in Leadership and Management. It can also be taken as an additional module for an Impellus Certificate of Learning at Level 3.



**Optional ILM courses:** Coaching Skills for Managers, Delegation and Time Efficiency, Developing Winning Teams, Effective Communication Skills, Managing and Appraising Performance.

**Optional Commercial Skills courses:** Finance for non-financial Professionals, Key Account Management, Negotiation Skills & Techniques, Presentation Skills & Techniques.

<b>9:00 – 9:30</b>	Delegate registration, refreshments, networking opportunity	
<b>9:30 – 10:00</b>	Welcome, overview and introduction to the programme	
<b>10:00 – 11:15</b>	<ul style="list-style-type: none"> <li>The benefits of innovation and change in organisations</li> <li>The potential consequences of disregarding the need to change</li> </ul> <p><i>The initial session gets right to the heart of the importance of innovative change in organisations and the benefits that can be experienced. Time is then spent exploring some lessons learned from industry before identifying opportunities for change and innovation within their organisation.</i></p>	<ul style="list-style-type: none"> <li>Finding the ‘Voice of the Customer’</li> <li>Identifying opportunities to innovate and change</li> </ul>
<b>11:15 – 11:30</b>	Break and networking opportunity	
<b>11:30 – 13:00</b>	<ul style="list-style-type: none"> <li>Identifying and managing stakeholders</li> <li>The nudge theory - Leading and influencing change</li> </ul> <p><i>The need for strong leadership and management is explored and delegates look at how the psychology of change can be used to improve influence. They identify key stakeholders in change situations and discover how to develop communication plans to ensure smooth transition and buy-in. The Change Transition Curve is introduced as a benchmark for managing change in organisations.</i></p>	<ul style="list-style-type: none"> <li>Planning for the critics – handling disapproval</li> <li>Understanding the Change Transition Curve</li> </ul>
<b>13:00 – 14:00</b>	Lunch	
<b>14:00 – 15:15</b>	<ul style="list-style-type: none"> <li>Planning the changes – how to understand the elements of success</li> </ul> <p><i>This session will give delegates the opportunity to plan their own change or innovation programmes using Gantt charts. The group then reflect on the impact planning has on stakeholders, their commitment and desire to alter the plan.</i></p>	<ul style="list-style-type: none"> <li>Gaining understanding from key stakeholders to support the change and assist with negotiation</li> </ul>
<b>15:15 – 15:30</b>	Break and networking opportunity	
<b>15:30 – 16:30</b>	<ul style="list-style-type: none"> <li>The Change Challenge</li> <li>Deciding where to focus your energy and attention</li> </ul> <p><i>The final session provides a change challenge for delegates to practice what they have learnt during the day, and where innovation can be applied to change. The day concludes with everybody back together to draw up their individual action plans.</i></p>	<ul style="list-style-type: none"> <li>Bringing it all together and action planning</li> </ul>

All Impellus courses are designed to be enjoyable and highly informative. Delegates are given a welcoming and comfortable environment in which to reflect, challenge and learn. The focus is on being able to bring new skills and thinking back into the workplace.