



Innovation and Change Management

Duration:

2 Days

Region & Dates**Dublin:**

June 9, 10, 2020

Oct 22, 23, 2020

Time:

9:30 – 17:00

Venues:

Ibec Head Office

84/86 Lower Baggot Street

Dublin 2

Cost:

Ibec member: €800

Non-member rate: €900

Contact:

For further information,

please contact Quelba Lima

01 605 1619 or at

training@ibec.ie

Programme Overview:

This programme will provide team leaders with the ability to create an innovative work environment and to equip them with the knowledge and skills to implement best practice in planning and delivering change within their organisations.

Content includes:

- Clarity on the drivers and impact of change
- Leading and managing change
- Communication and engagement
- Developing and innovative and creative environment
- Sustaining change

This programme is for:

All managers with responsibility for people management and those interested in getting the best from their teams.

Programme Schedule:**Day One****Clarity on the drivers and impact of change**

- How to lead change management
- Drivers of change
- Benefits of change
- Change leadership development
- Cumulative effect of change programmes

Developing an innovative and creative environment

- Innovative ideas
- Supporting factors and barriers
- 4 Ps to developing innovation
 1. Pressure
 2. Process
 3. People
 4. Product

Day Two**Types of innovation**

- Types of innovation
- Building an innovative environment
- Sources of diversity
- Google's recipe for innovation
- Creative the conditions

Managing resistance to change

- Kubler Ross Curve
- What is resistance
- Top reasons for change resistance
- Dealing with resistance and emotions
- Guiding your team through resistance

System Perspective Theory

- Strategic focus for department

Implementing an innovation plan

- Kotter's model for creating the plan
- Innovation and stakeholder analysis
- Engagement and communication

Communication and engagement

- Kotter: Engaging and Enabling
- Engagement and communication
- One-minute communication tool

Sustaining the change

- Implementing and sustaining change
- Cliff face of change model
- Making it stick