



Date: 18 & 19 August 2020

DRIVING ORGANIZATIONAL CHANGE IN THE TIME OF A CRISIS

**A 2-DAY Live
Streaming
Workshop**

The Covid-19 pandemic is a crisis. Like all disasters, it is playing out as a curve with a start, middle, and end. In analyzing this phenomenon, it is important to differentiate between what was, is, and will be. There was a past of relative stability and predictability. There now is confusion and disruption. There will be a different state. As the new tomorrow unfolds, some organisations will be resilient. For others, this future will be disastrous. The actions of executives and their teams, during a crisis, will significantly control their destiny.

Managing this process fails more often than not from a lack of effective change management than any other reason. Organisations that ignore change management during crises cite this as one of the “most important lessons learned” during times of hardship.

Change management can be viewed from two perspectives – from those implementing the change and from the recipients of change. Your view of change management varies dramatically if you are the executive leading the change versus the front-line employee who may be uncertain and looking up for strong leadership. This online workshop has been designed to equip learners with the latest theories, tools, and techniques required by change management teams in a crisis. It will assist in guiding people to the best possible eventual outcome during these uncertain times.

ABOUT YOUR TRAINER

He is a management consultant and MBA graduate who has managed projects at the highest levels for both public and private sector. He is a founder and co-owner of Crossroad Consulting, a firm specialising in business strategy and transformation, performance improvement, process optimisation, organisation design and change management. He lectures part-time at Enterprises (University of Pretoria) and is a seasoned conference speaker and workshop presenter. He is the author of You Gotta Have Goals which provides a simple yet powerful road map for goal achievement.

For easy registration contact +27 (0) 11 326 2501 or email training@intelligencetransferc.co.za or fax: +27 (0) 11 326 2960 or visit: www.intelligencetransferc.co.za

DAY ONE

18th August 2020

- The System's Theory and Change Management
- Systems thinking
- Habits of a systems thinker
- System dimensions
- Introduction to Change
- What is change?
- Forces and drivers of change
- Barriers to change
- Introduction to Change Management
- What is change management?
- Why is change management important?
- Reasons why change initiatives do not achieve desired objectives
- Benefits of change management
- Change Management Models
- Change Management Process
- Preparing for change
- Implementing change
- Sustaining change
- Polarity mapping

DAY TWO

19th August 2020

- A Crisis Erupts
- Crisis Management and Change
- Ignoring the Myths to Become a better Change Manager
- Leading Through the Crisis or Managing the Response?
- Principles for Managing the Unexpected
- The Role of a Leader
- The Role of the Board Chair during a Crisis
- Making Change Visible to All
- What Employees Need to Hear from Leaders in Times of Crisis
- Giving Employees a Voice
- Engaging the Line Managers
- Tackling Employee Relations
- Institutionalizing a Safety-Conscious Work Environment
- Building Supportive Structures
- The Role of Technology during a Crisis
- Consolidating Successes and Facing the Future
- Business Continuity and Risk Management

The online workshop includes the following elements:

- Facilitation
- Videos
- Class activities
- Further readings
- Tools and templates

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TO SECURE YOUR PLACE AT THIS COURSE - PLEASE COMPLETE THE FOLLOWING:

Company Name		VAT #			
Postal Address					
Telephone #		Fax #			
E-mail Address		Purchase Order Number			
Where did you hear about this event? E-mail <input type="checkbox"/> Post <input type="checkbox"/> Fax <input type="checkbox"/> Internet <input type="checkbox"/> Magazine <input type="checkbox"/> other _____					
	Title	Delegate Name	Designation	E-mail	Cell #
1					
<input type="checkbox"/> Yes, please update me with relevant information					
2					
<input type="checkbox"/> Yes, please update me with relevant information					
3					
<input type="checkbox"/> Yes, please update me with relevant information					
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<input type="checkbox"/> Yes, please update me with relevant information					
5					
<input type="checkbox"/> Yes, please update me with relevant information					
6					
<input type="checkbox"/> Yes, please update me with relevant information					

EASY PAYMENT METHODS: DIRECT DEPOSIT OR CHEQUE:

NEDBANK, INTELLIGENCE TRANSFER CENTRE, BRANCH: SANDOWN, BRANCH CODE: 193305, ACCOUNT NUMBER: 1933207779

IN ORDER TO SECURE YOUR REGISTRATION, PAYMENT IS DUE IN FULL UPON RECEIPT OF INVOICE.

Confirmation - Your registration will only be confirmed until such time as payment is received and may be subject to cancellation.

Right of Admission - Intelligence Transfer Centre reserves the right to refuse admission to the training course where evidence of full payment cannot be shown. Delegate Substitutions - Delegate substitutions are welcomed at any time and do not incur any additional charges. Please notify us in writing of any such changes.



/ MARKETING

PRICING

2 DAY LIVE STREAM WORKSHOP:
R1 999.00 excl. VAT

2 DAY WORKSHOP/ INHOUSE OPTIONAL:

QUOTATION (please tick relevant) **INVOICE**

APPLICATION FOR REGISTRATION AND ACCEPTANCE OF TERMS AND CONDITIONS

I acknowledge that I have read, understood and accept the programme and Terms and Conditions (including Payment Terms) and hereby apply for registration on behalf of myself (if a single delegate) or on behalf of the undermentioned organisation which I am duly authorised to represent.

Name: _____

Name of Organisation*: _____

Job Title (Specific): _____

Email: _____

Date: _____

Signature: _____
(where organisation sends delegate/s and is responsible for payment of conference/course fee*)

4 Easy Ways To Register



Fax your registration form to: +27 (0) 11 326 2960



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training@intelligencetransferc.co.za



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Delegate Cancellations: All delegate cancellations must be received in writing and are subject to the following conditions:

- for any cancellations received 20 working days before the start of a training course, Intelligence Transfer Centre will issue a 100% credit for the value paid to be used for up to one year from the date of issue for any future INTELLIGENCE TRANSFER CENTRE training course
- for any cancellations received less than 20 working days before the date of the training course, the full fee will be payable and no refunds or credit notes will be given
- if a registered delegate does not cancel and fails to attend the training course, this will be treated as a cancellation and no refund or credit note will be issued
- Delegate substitutions are welcome-Please notify us 5 days before the event

ITC Substitutions and Cancellations: Speakers and topics are confirmed at the time of publishing of the programme, but ITC reserves the right to substitute, alter or cancel advertised speakers and/or topics in appropriate circumstances (and will give notice to such substitutions or alterations via email prior to the conference as soon as possible).

You may: • (IF YOU ARE AN ITC CUSTOMER) receive and possess the Training Materials associated with the relevant Training Course purchased and to use such Training Materials in conjunction with the attendance of such course, as well as use such as a record of information for the term of training provided that only the delegate of the relevant ITC Training Course may make such use of them.

• E-Learning Client - download and use the Documents for the purposes of completing the associated training on line only either (as agreed between the parties): on one CPU • Under no circumstances is the Login details and a shared view allowed unless a group view package has been purchased from ITC. If a delegate is found in contravention of sharing his/her online training they will face legal prosecution. Group packages for online training is available from ITC and should be purchased accordingly.

PHOTOS AND VIDEO CLIPS TAKEN AT THE CONFERENCE CAN BE USED PUBLICLY TO ADVERTISE ITC CONFERENCES WITHOUT APPROVAL FROM INDIVIDUALS CAPTURED

Intelligence Transfer Centre Cancellation & Postponement policy
In the event that Intelligence Transfer Centre cancels an event, delegate payments will be refunded. In the event that Intelligence Transfer Centre postpones an event, delegate payments at the postponement date will be credited towards the rescheduled date. If the delegate is unable to attend the rescheduled event, the delegate will receive a 100% credit representing payments made towards a future event This credit will be available for up to one year from the date of issuance. No refunds will be available for postponements. Intelligence Transfer Centre is not responsible for any loss or damage as a result of a substitution, alteration or postponement of an event. Intelligence Transfer Centre shall assume no liability whatsoever in the event this training course is rescheduled or postponed due to a fortuitous event, Act of God, unforeseen occurrence or any other event that renders performance of this training course impracticable or impossible. For purposes of this clause, a fortuitous event shall include, but not be limited to: war, fire, labour strike, extreme weather or other emergency.