

Wemanity Learning Center

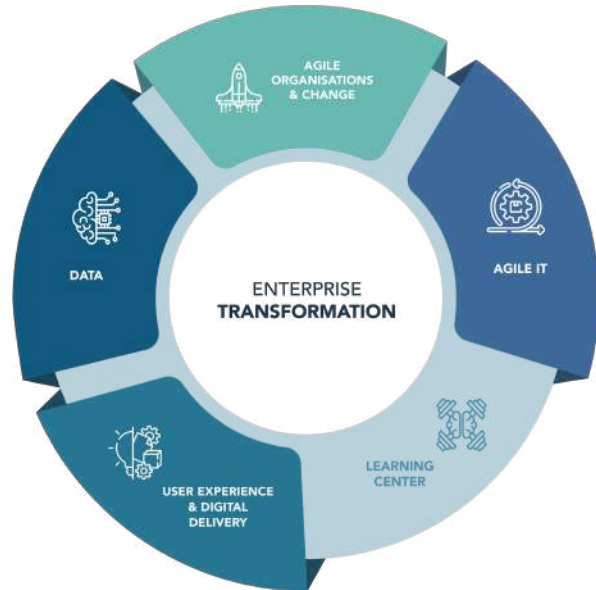
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Catalogue "Change" - 2023



Last update: February 2023

Wemanity is a **unique consulting group** designed to help organisations drive their transformation.



LEARNING CENTER

WE SUPPORT **INDIVIDUALS** IN EMBEDDING

**NEW SKILLS, MINDSET AND
LEADERSHIP STYLE**

to face the challenges of tomorrow.

We **co-create** and deliver engaging and immersive blended learning experiences fitting our client's context and objectives.

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CHANGE

Develop your skills and mindset for the future of work





Change Management Awareness

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- Understand the basics of change
- Understand change in your organization
- Why change management is important
- How to deal with change (intrapersonal and interpersonal)

TOPICS COVERED

Maximizing the adaptability of change is essential for an organization in the current world. This training will help you onboard change management within your organization and create awareness around it.

1. Change Fundamentals

What is change management?
Why is it important?
“What’s in it for me” concept?

2. Change approaches

High-level different approaches towards change management

3. Key benefits

Clarify the return on investment for the organization and the people within

4. Awareness & Desire

Create an appetite to make out of change management a priority



Recommended duration

Half a day



Audience

All Public impacted by change especially transformation and HR



Go beyond

Driving change



Resistance management

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- Understand resistance to change, its root causes, and stages of transition
- Learn how to diagnose resistance to change in a project
- Learn techniques and attitudes to mitigate organizational change resistance - whether at the collective or individual level

TOPICS COVERED

Change is associated with doubt, worry, and uncertainty which makes resistance one of the most perplexing and stubborn issues faced when embarking on any organizational change. Get an overview via experiential learning on understanding, identifying, and mitigating resistance to change to drive envisioned project outcome.

1. Fundamentals of resistance to change

Why it occurs
What it looks like
Its costs and risks

2. Prepare to manage resistance

Anticipate resistance in a project
Diagnose individual and collective resistance

3. Mitigate resistance to change

Techniques to prevent and alleviate resistance at:

- individual level
- collective level

4. Define your resistance management plan

Define your action plan at the individual level



Recommended duration

1 day



Audience

Managers facing change resistance, project and program managers, change agents



Go beyond

Deepdive in change frameworks
Driving change



Conflict management

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- Become aware of cognitive biases in conflict management and reactions to conflicts
- Understand how to reduce the amount of conflict you can experience in the context of change
- Learn strategies and communication skills that will help with conflict management

TOPICS COVERED

People tend to personalize and make an organizational change about themselves when it occurs - thinking that the change is taking place either for, or in spite of, them. This gives rise to conflict which when left unresolved can have a heavy toll on the project's success and the turnover of human capital. Understand the principles of conflict management and learn techniques to resolve conflicts in the context of change programmes.

1. Principles of conflict management

Understanding the problem to better solve it

2. Conflicts and resistance to change

Focus: conflict management in the context of change

3. Conflict prevention

Habits, techniques, and strategies to reduce conflicts

4. Conflict resolution

Strategies and steps to resolve conflicts
Practice tools to improve communication skills in conflict resolution



Recommended duration

1 day



Audience

Managers facing change resistance, project and program managers, change agents



Go beyond

Driving change
Deepdive in change frameworks



Coaching for change

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- How to start individual coaching and frame a request?
- Adapt my posture to the context and to my environment: coach, mentor, trainer, facilitator
- Mastering delegated roles and team dynamics
- Assimilate the first fundamentals of systems thinking

TOPICS COVERED

Support people embracing key agile roles in your organization to ensure the sustainability of your transformation. The agile coach must have an adequate posture and adapt his/her support according to each team and objectives.

1. Coaching Umbrella

Lower position
Knowing how to adapt, change attitudes, and act

2. The Complex System Thinking

Consider the organization as a system to be more efficient
Assimilate concepts of “complex” and “complicated”

3. Impactful coaching

Master the facilitation of agile rituals, prepare your coaching interventions to influence your audience

4. Tools & Practice

Situations and role plays to use silence, powerful questions, and the different concepts from this training

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Recommended duration

3 days



Audience

Participants should know the basics of agility



Possible certification

Exin Agile Coach



Go beyond

Coaching Academy



Driving change

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- Create a simple and safe environment to support the complexity of change
- Analyze, map, and explain the changing environment
- Get a global overview of the change management frameworks (Prosci ADKAR® Model, WeChange Model)
- Use the agile mindset and design approaches to redirect when faced with change during the initiative

TOPICS COVERED

Change is everyone's responsibility and must be based on a progressive, measurable and impactful approach. Get a global overview of sequential and more iterative management frameworks and how to manage initiatives on the people side of transformations at the organizational level.

1. Understand the Change

What is change management?
Why use change management?

2. Design the Change

How to set up the organizational Change Management approach for your initiative?
Define a "Change Framework strategy" and deploy the change increments.

3. Implement and live the Change

How to implement the designed OCM approach during your initiative?
Measure adherence, manage resistance and rely on relays to sustain the change.

4. Anchor the Change

How to anchor the new changes within your organization?
Use a case exercise to practice.

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Recommended duration

2 days



Audience

Managers facing change resistance, project and program managers, change agents



Go beyond

Deepdive in change frameworks
Coaching for change



Embodying change

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- Understanding how you as a person and others around you embody (deal) when confronted with change
- People are willing to change, but do not want to be change
- Do not try to remove or avoid resistance, but embrace it
- Your impact as a team member or as a leader determines a large part of change's success

TOPICS COVERED

Do you have energy and are you passionate about what you're doing? Do you possess a growth mindset? Do you challenge your assumptions/paradigms enough? Do you have knowledge about integrated change concepts? Are you a multiplier or a diminisher? What are your effective behaviours to be a successful change agent?

1. What is change, energy and passion

What are your passions and what gives you energy connected to the changes at hand

2. Change management principles

Assessing which preferences you have when you are confronted with change

3. Our brain and change

The diminishers vs. multipliers
Insights around our neural brain linked to "Are you a diminisher or a multiplier when it comes to change?"

4. Making the change work for you

What can you do as a person for you and your colleagues when confronted with change

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Recommended duration

1 day



Audience

Everybody within an organisation which is open to change



Go beyond
Deepdive in change frameworks



Deepdive in change frameworks

CHANGE

Each content can be adapted according to your needs.

PEDAGOGICAL OBJECTIVES

- Bring awareness around 7 change frameworks
- Have an overview of the assets linked to the models
- Understanding the benefits of each framework
- Learn from use cases

TOPICS COVERED

An overview of the 7 models: Kotter, Lewin, Prosci ADKAR®, Ajzen, Six Batteries, Systemic Transition Management, and #WeChange. It creates awareness around the framework itself, when it's best suited, and to define decisions and next steps for your own initiative.

1. Context

Why use frameworks?
When to use which framework?

2.

Model's overview

Model presentation
Structure, terminology, and principles

3.

Model's assets

Discovering and understanding the different types of assets and their good usage

4.

Start your journey

What is the framework best suited for the change initiative at your organization



Recommended duration

1 day



Audience

Managers facing change resistance, project and program managers, change agents



Go beyond

Driving change
Coaching for change

Interested? Get in touch with us!





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