Planning and Leading Organizational Change
May 20–22, 2014

Workshop Report

May 25, 2014

Center of Excellence in Finance
Change and reforms are certainties as organizations are constantly improving their infrastructures and as national priorities evolve. This trend is likely to keep on accelerating and this workshop looks at how leaders, managers, and professionals can take a systematic approach to preparing themselves, their colleagues and their organizations for change.

The aim of the workshop was to give participants the knowledge and tools that they need to plan and lead effective change in their organizations.

Topics covered:

- The pressures to change and how they show themselves
- Personal and organizational readiness to change
- Culture and how it influences change
- Behavioural economics and “Nudge” as tools for bringing about change
- Risk management and decision-making
- Models of behavioural change and how to use the models to effect change
- Understanding stakeholders in change
- The critical importance of good communication
- “Resistance to change”

Lecturer:

- Brendan McCarron, BSc, MBA, SnrMASQ, MInstRE

Participants:

There were 12 participants from Romania, Serbia, and Slovenia.
Evaluation:

**Overall satisfaction with the course**

- 5 - very satisfied
- 4
- 3
- 2
- 1 - not satisfied

No. of all responses: 11, Average mark: 4.90

**The workshop met my expectations**

- 5 - very much
- 4
- 3
- 2
- 1 - not at all

No. of all responses: 11, Average mark: 4.90

**Selected Participants’ Comments:**

- *I find it important that there was not too big group which enables good interactions between everyone.*

- *I will use many tools to better understand the situation and how to react on it. Now I have more organized knowledge about what earlier has been done just by feeling.*

- *I write the vision strategy am involved in planning, leadership, implementation and controls. The gained knowledge will help me to grow and develop in the right direction.*