Planning and Leading Organizational Change
April 28–29, 2015

Workshop Report

May 4, 2015
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 17 participants from Albania, Armenia, Croatia, Kosovo, Poland, Romania, Slovenia, and Turkey.
Evaluation:

Overall satisfaction with the course

No. of all responses: 15, Average mark: 4.73

The workshop met my expectations

No. of all responses: 14, Average mark: 4.50

Selected Participants’ Comments:

- Lecturer was charismatic, friendly and clear in presentations. He had enormous knowledge of the topics discussed, and he managed the course very well.

- It was nice to have course based on practical examples, not only theory.

- I’m a member in a change management group, and now I have gained the necessary knowledge to assist the manager of the project.