

Programme continues...

10:15-10:30	Break
10:30-13:00	<ul style="list-style-type: none"> Managing Risks of change Developing change leaders and identifying change accountability and responsibility Exploring Prosci's ADKAR Model
13:00-14:00	Lunch
14:00-15:30	<ul style="list-style-type: none"> The role of Innovation in Change Management Establishing a culture of Innovation
15:30-15:45	Break
15:45-16:30	<ul style="list-style-type: none"> Practical approaches to create the desire and buy-in for change Generating Resiliency & Flexibility
Day 3	
08:30 -10:15	<ul style="list-style-type: none"> Conflict Management Negotiation skills
10:15-10:30	Break
10:30-13:00	<ul style="list-style-type: none"> Change Management Case Studies
13:00-14:00	Lunch
14:00-15:30	<ul style="list-style-type: none"> Presentations Closure

Botswana DFI Network Members



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The SADC DFRC is accredited by the Botswana Qualification Authority as a training provider



The SADC-DFRC is a
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Change Management



southern african
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19th - 21st October 2016

Masa Square hotel

Gaborone, **BOTSWANA**

Objectives

Change is constant in numerous areas of our lives. Placing people at the core of change thinking is a fundamental concept of change management.

Change Management refers to any approach to transitioning individuals, teams, and organisations to a desired future state.

Although it is true that change can be bad, it can also be good. The purpose of the programme is to ensure that delegates are well equipped in dealing with changes that affect the way they perform daily tasks and a smooth transition when change occurs in any scenario.

Scope

The programme covers the following areas, while providing tools to implement changes more efficiently as well as to have those changes better accepted:

- ◆ Understanding Change
- ◆ Emotional intelligence
- ◆ Managing Change and Innovation
- ◆ Managing conflict

Participants

The programme will be targeted at Supervisors and Managers across Risk Management, HR, Information Technology, Project Management and anyone in the workplace dealing with handling of changes or change Management.

Facilitator

The programme will be facilitated by **Ms. Dipuo Lata** who is the founder of LATA Risk Emergency Crisis and Continuity Services (Pty) Ltd. She is also the Deputy Chairperson of the Gauteng Black IT Forum (BITF) and has more than 11 years experience in Risk Management, mostly spent in the financial services sector.

She is passionate about Risk Management and believes that the ability to Manage Change is a key element of Risk Control. Dipuo gained her experience in Change Management through the IDC Innovation Management programme and the various projects throughout her career at both Marsh, Industrial Development Corporation and KPMG.

As an independent consultant, Dipuo continues to pursue Change Management as a service offering to both her public and private sector clients. Dipuo draws from her own experience as a Project Manager and makes use of case studies to derive programme value for all delegates.

Programme

Day 1	
08:30 - 09:00	Registration
09:00 - 10:15	<ul style="list-style-type: none">• Welcome Remarks• Introduction of Participants• Programme Overview• Group Photo Understanding Change <ul style="list-style-type: none">• What is Change• Importance of change
10:15-10:30	Break
10:30-13:00	<ul style="list-style-type: none">• Understanding the impact of change on people• Comprehending change on an individual level (Self-awareness)• Emotional Intelligence and Locus of Control
13:00-14h00	Lunch
14:00-15:30	<ul style="list-style-type: none">• Leading people through change• Planning for Change (SWOT Analysis)• Change Management lifecycle
15:30-15:45	Break
15:45-16:30	<ul style="list-style-type: none">• Developing a Change plan
Day 2	
08:30 - 10:15	<ul style="list-style-type: none">• Change Management Process• Applying principles of change management