

CHANGE MANAGEMENT IN THE 4IR

2 Days

(Credits gained towards a National Certificate: General Management, NQF 5)

1. UNIT STANDARD

Formulate recommendations for a change process

Unit Standard: 252021
NQF Level: 5
Credits: 8

2. PROGRAMME OVERVIEW

The only constant thing in life is change. We choose how we perceive, adapt to, resist, or embrace change. Change is not just important to life – it is critical to life.

Whether we are dealing with change that has been thrust upon us, or change that we have chosen for our lives, we will experience emotions associated with losing the familiar and coming face-to-face with the unknown. It is almost never “easy” to change. However, if we take the time to consider some critical aspects of the change journey, we will come out the other side wiser, stronger and better equipped for the next part of our journey. Embracing change consciously, with determination and grace, builds our resilience and courage and helps us prepare effectively to deal with whatever life has in store for us next.

3. LEARNING OUTCOMES

At the end of this Programme you will be able to:

- Accept there are no normal or abnormal ways of reacting to change, but that we must start from where we are.
- See change not as something to be feared and resisted but as an essential element of the world to be accepted.
- Understand that adapting to change is not technical but attitudinal. Change is not an intellectual issue but one that strikes at who you are.
- Recognize that before we can embrace the way things will be, we may go through a process of grieving, and of letting go of the way things used to be.
- See change as an opportunity for self-motivation and innovation.
- Identify strategies for helping change to be accepted and implemented in the workplace.

Growing People...Building Talent...Creating Leaders

Accreditation and Certifications

Microsoft, CompTIA, Certiport, Pearson Vue, CertNexus, IC DL, IMM, MICT, MerSeta, BankSeta, ICB (Fasset), W&R, ETDP, Services Seta, LGSeta & Growing...

4. TARGET AUDIENCE

Anyone tasked with implementing change in their organisations or business units. Change can be in the form of projects, processes, new technology. These individuals are often Managers, Team Leaders, IT/Technology Specialist, Supervisors or HR, but individuals not in these roles would benefit from the programme.

5. OUTLINE

Module 1: What is Change?	Module 2: What is Change Management?
The Change Cycle Transitions/Neutral Zone	Benefits of Change Change Models and Theories Make recommendations for change
Module 3: The Human Reaction to Change	Module 4: The Pace of Change
Control & Change Clarifying Change Roles and Responsibilities	The Trend of Change Select a model for implementing the change management process
Module 5: Dealing with Resistance	Module 6: Adapting to Change
Making Changes Stick	Attitude to Change Overcoming the Fear of Change
Module 7: Coping with Reactions to Change	Module 8: Creating an Action Plan for Implementing Change
Stress Management	

6. TRAINING METHODOLOGY

This state-of-the-art Skills Programme is designed to run at a high level of participation and interaction, where delegates are involved in role-plays, rating exercises and case studies. Video clips are used for understanding and integration. Upon completion, a report will be provided with the facilitator's feedback on the delegates performance which identifies areas for further development.

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7. THE NEXT STEP

On successful completion of a formal Portfolio of Evidence (PoE) credits are gained towards the following qualification:

[National Certificate: General Management, NQF 5](#)

You might also be interested in the following courses. Click on the course name to learn more.

Problem Solving Skills in the 4IR (Innovative and Creative Thinking)	Coaching, Mentoring and Situational Leadership
Emotional and Spiritual Intelligence (Leading With)	Judgment and Decision Making (Analytical Thinking)

To access our public schedule, [click here](#)

For in-house or customised training requirements get in touch [here](#)

8. WHAT OUR DELEGATES ARE SAYING

"I can recommend this to everyone"

"Everything was the best"

"Super Informative"

"It was very educational"

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