

MANAGING CHANGE IN A VUCA WORLD
Virtual / Blended / Online / Classroom

(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

We're living in a **Volatile, Uncertain, Complex and Ambiguous World** accelerated by the digital age and, even more suddenly, the worldwide pandemic. Everything has changed, almost overnight it seems. Everything, from how we do business, where and how we work, the industries our world is built on, and even family life, is now in flux and we are reminded, once again, that change is the only constant in life. How we perceive, adapt to, resist, or embrace change are choices the each of us make every day. It can be said that change is not merely an important part of life, but instead, is essential to it. To live is to change, and life itself, changes all the time.

Whether we are dealing with changes that have been thrust upon us, or changes that we have chosen for ourselves, we will experience the emotional turmoil associated with losing sight of the familiar and finding ourselves face-to-face with the unknown. Dealing with change isn't easy, nobody has ever said it is. However, if we take the time to consider the critical aspects of changes we experience, we will emerge from the other side wiser, stronger and better equipped for the next stage of our journey through this world. Embracing change consciously, with determination and grace, builds our resilience, gives us courage and helps us deal with whatever life throws at us next.

3. LEARNING OUTCOMES

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

- Accept there aren't any "normal" ways of reacting to change. We always start from where we are.
- See change not as something to be feared and resisted. It an essential element of the world that must be accepted.
- Understand that adapting to change is not a technical challenge, it is a challenge of attitude. It is not an intellectual issue but one that confronts the core of who we are.
- Recognize that before we can embrace the way that things will be, we may have to go through a process akin to grieving and 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, ICDL, IMM,
MICT, MerSeta, BankSeta, ICB (Fasset), W&R, ETDP, Services Seta, LGSeta & Growing...*

4. TARGET AUDIENCE

This course is ideal for anyone tasked with implementing change in their organisation or business units. These individuals are often Managers, Team Leaders, IT/Technology Specialists, Supervisors or working in HR. However, since change can come in the form of projects, processes, new technology, etc., everyone confronted with changes in the workplace will 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

All training interventions can be facilitated via Online, Virtual Instructor-Led Training, Face-to-Face, or through a Custom Blended approach.

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 which will include the facilitator's feedback on the delegates' performance and identifying 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
Building Resilience through Emotional Intelligence (EQ)	Judgment and Decision Making (Analytical Thinking)

Upcoming Events

For in-house or customised training requirements

Get in touch



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