



# **Eat the Elephant** **'Helping people achieve the objective'**

## **Essential Management Development skills**

### **Leading and Managing Change and Transformation** *Who moved my cheese*

#### **Who is it for ?**

A workshop aimed at Leaders and Managers who are tasked with developing transformational and change initiatives.

#### **What is it about and what will it do ?**

Understanding how and why change affects people, and the various strategies available to 'move with the cheese'.

#### **Typical Objectives**

To enable leaders and managers to practically understand the various options for them in taking forward a successful change strategy

#### **Indicative Outline Content**

- **The Change curve – who moved my cheese, barriers and resistance**
- **Creating a credible and experienced guiding steering team**
- **Communicating the vision and continue to communicate**
- **How to establish a sense of real urgency**
- **Developing a clear vision that the team can buy into**
- **Empowering employees to effect change**
- **Capitalising on the short term wins to build long term wins**
- **Anchoring change into the culture**
- **Consolidate on gains and change some more to reach goals**

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