

BUILDING ORGANISATIONAL CHANGE INTELLIGENCE

One Day



Overview

The Building Organisational Change Intelligence Programme is designed to provide leaders and employees with an understanding of the types of intelligence that can be used to manage themselves and others during times of change.

The programme is structured around the three key components of the Change Intelligence construct: business intelligence (BQ), emotional intelligence (EQ) and political intelligence:

1. **Business Intelligence (BQ)** uses an organisation's knowledge and resources to produce new business opportunities.
2. **Emotional Intelligence (EQ)** looks at the ability to perceive, use, understand and manage emotions - especially during change.
3. **Political Intelligence** considers the sources of power in an organisation - understanding who the stakeholders are and how to gain their support.

Topics Covered

1. An introduction to change
2. Types of intelligences
3. Building business intelligence (BQ)
4. Building emotional intelligence (EQ)
5. Building political intelligence
6. Action plan

Target Audience

This programme is for:

- Leaders and employees undergoing change now or in the near future as a result of:
 - Organisation restructure
 - Change in strategy
 - Merger or takeover
 - Systems implementation
 - Business process re-engineering
- Leaders who want to understand the needs and concerns of employees before implementing change initiatives
- Employees who may be involved in building organisational change intelligence.

Course Objectives

After completing this training course, you will be able to:

- Understand how to use BQ, EQ and political intelligence to successfully manage change in your organisation
- Implement strategies to assist team members through change

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Change Factory Training Programmes

Change Factory offers public and in-house change management training programmes. To ensure you get the most out of your training, choose the most appropriate training course for your role in the change process. Please note that each training programme can be customised for organisations and individual circumstances.

Role	Training Course
<ul style="list-style-type: none">• Change Leader• HR Manager• Supervisor• Change Consultant• Individual interested in learning more about change management	<ul style="list-style-type: none">• Leading Change• Building Organisational Change Intelligence
<ul style="list-style-type: none">• Front line employee• Supervisor• Change Consultant• Individual interested in learning more about change management	<ul style="list-style-type: none">• Coping with Change• Building Organisational Change Intelligence

Change Factory has a strong commitment to its clients both pre- and post-training. To ensure long term benefits of training programmes, Change Factory offers the following:

1. 30-minute Consulting session

Offered to all participants post-training, this is a session where you can discuss specific issues in confidence with a change management expert post-training.

2. Change Factory's Transformation Diagnostic

Offered to all participants after the training, this tool assesses your organisational change readiness.

3. Change Management Resources

Plenty of resources to support you through change are provided on the Change Factory website, including regular change management and leadership articles via our email newsletter, *Winds of Change*.

Training Style

Our facilitators are engaging, experienced, quick on their feet and bring an element of fun to training. We believe in experiential learning and we use a variety of training styles and exercises including role plays, case studies, personal knowledge and anecdotes. We place a strong emphasis on practical implementation.

Why Change Factory?

We have successfully delivered change training in sectors ranging from agriculture to hospitality, from retail sales to the oil industry, and from utilities to banking. We were finalists in the Australian Institute of Training and Development's 2011 National Training Excellence Awards for blended learning solutions.

With a diverse team that includes an accredited NBI practitioner, a workplace psychologist, instructional designers, facilitators, process mapping experts, an engineer, and strategy experts, we're sure to have the capabilities you need to deliver training that really works.

For more information on our change training programmes, contact us today.

www.changefactory.com.au/changetraining

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