

MANAGING ORGANISATIONAL TRANSITION

Synopsis

This is the first module of the Transition Manager Academy programme and a part of Strategic Management. The aim of this session is to set the broad context of the transition management to be developed throughout the whole Academy. The training will provide participants with tools and strategies to deal successfully with organisational changes and make those changes work. The module also covers the introduction to the Transition Leader role to highlight the importance of leadership in organisational transition – to create the compelling vision, to energise and motivate followers and to provide the capability to lead the transition successfully.

Training Objectives

The key objectives of this workshop are:

- To set the broad context of Transition Management Academy
- To provide participants with an understanding of transition management and the role of Transition Leader
- To increase the confidence and competence in managing the human side of the change

Training Benefits

After completing the workshop, the participants should be able to:

- Describe the differences between managing change and transition
- Understand the Transition Leader role
- Identify where people are located in the three phases of transition process
- Create and implement effective strategies to manage transition process
- Understand and perform the four critical roles of leadership;

Style and Structure/ Teaching methods

- Interactive „learning by doing“ workshop
- The following teaching techniques will be used: short lectures, group discussions, case studies, check lists, team activities.

Course Program

Module 1: Introduction to Transition Manager Academy

Module 2: Introduction to Transition Leadership

- The Role of the Leader and the Nature of Leadership
- Leading Through Transition – Inspirational, Enabling and Ethical Leadership

Module 3: Change vs Transition

- Managing the Human Side of Change
- Change Management – Virginia Satir’s Model
- Transition Process

Module 4: People in Transition

- Locating People in the Transition
- The Signs of the Transition: GRASS
- Performance
- The Transition Language

Module 5: Endings and Losses

- Losses Analyses
- Strategies for Managing Endings

Module 6: Neutral Zone

- Effective Communication during Transition
- Transition Communication Plan
- Four Ps: Purpose, Picture, Plan, Part
- Creativity and Innovation
- Coaching People

Module 7: New Beginnings

- Strategies for New Beginnings
- Principles of Transition Management

Module 8: Summary of the Workshop

Course Duration

2 days

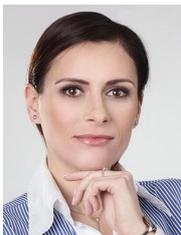
Trainers' Bio



As a business coach, **Mike Rawlins** aims to help individuals and organisations improve operational performance through the creation of a coaching culture in teams and the development of a capability for deep self and situational awareness in leaders and managers. For project sponsors, managers and team members, Mike has produced a range of development material focusing on the practical application of leadership behaviours, tools and techniques as a means to delivering sustainable value through projects and programmes. Mike aims to help executives, managers, programme sponsors and project managers work with their teams, or with key individuals, to develop high performing leadership skills.



Malgorzata Kusyk, AgilePMO CEO and founder, project management expert, certified Project Manager PMP® PRINCE2P®, mentor, trainer and speaker worldwide, PMI Poland Chapter President. Malgorzata has 14 years of experience of managing projects and leading multicultural high performance teams in Europe, America and Asia. She has also a few years of experience in implementing project management frameworks, optimizing processes and managing PMO, where she combines Agile with traditional approaches. She is the author of innovative project management training and an inspiring blog and an active member of Project Management Institute (PMI). She is known for her practical solutions based on her experience from global projects across multiply industries.



Anna Erdmanska is a project management enthusiast, so far has led projects in finance, banking, fund accounting, data, HR and other areas. Experienced in managing international projects. So far, Anna has led virtual teams from Europe, Asia, Americas and Africa. Enthusiast about building project teams and selecting project management methods appropriate for teams and organisations. Anna holds international certifications such as PMP, Professional Scrum Master and PRINCE2. Currently works on Phd in project management. Anna is a member of supervisory board for a company offering online accounting services.