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Effective Management on Strategy, Culture and Change in the Public Sector

Course Overview:

Do you want your people to deliver extraordinary performance? Do you want your people to achieve great things and fulfil their potential? Do you want an organizational culture that engages your people? If your answer is yes then you must put into place the building blocks that create an inspirational organization that motivates and empowers your people. Inspirational leaders are visionaries who seek and generate momentum for change. They create a shared vision that engages their people and a culture where people value themselves, each other, the company and the customers.

Change is a fact of life in all teams, organizations, and countries. The Leadership of change is vital and no matter what activities a Leader or Manager becomes involved in, from strategy implementation to making simple amendments to a working system; all of these activities require change leadership skills. Every time a Leader or Manager makes a decision, some type of change occurs.

This course provides guidelines on best practices, current 'best-practice, and skills development in organizational change.

Course Objectives:

At the end of this course, the participants will be able to:

- Build an organizational vision direction and purpose
- Evaluate the impact of the wider environment of strategy
- Determine the key features of their organizational culture to determine if it is supportive of the organization's direction
- Identify opportunities to innovate in the organization
- Build a compelling message for those they lead
- Understand organizational culture and how it impacts performance
- Improve the interpersonal relationships
- Identify the behaviours which build trust and influence
- Establish a "grounded" change management plan to meet the needs of the global environment

Course Coverage:

Topic 1: Leading the Strategic Vision:

- Building an organizational vision
- Behaviours, values and stakeholders to support the vision
- The leadership qualities that will deliver the vision
- Two fundamental questions on leadership
- Inspiring others
- My leadership challenge

Topic 2: Strategy and the Organization:

- How does the global environmental impact on our business?
- Current status: SWOT analysis
- The strategy does support the vision Porter's 5 forces on strategy: impact and outcomes
- Customer drive strategy. Do we meet their needs?
- Future projections of need and planning
- Strategy tree: ensuring alignment

Topic 3: Inspirational Leadership and Culture:

- The Shadow of the Leader
- How leaders impact the culture and climate of an organization
- Organizational culture what is it and why so important?
- Using Mckinsey's 7 s tool to analyze the organization
- What features can I identify in my organizational culture?
- Does our culture support the vision and strategy?
- Identify areas for potential change

Topic 4: Generating Momentum and Leading Change:

- Leading strategic and cultural change
- Models of change
- Planning for change: Kotter's Eight Stage model
- Gaining support
- Overcoming resistance
- Addressing individual resistance. Winning hearts and minds

Topic 5: Inspirational Leadership: Future Action and Intent:

- The Anatomy of Leadership
- Inspiring by creating meaning: building a compelling vision
- Inspiring through communication: elevator speech
- Inspiring through trust
- Inspiring by engaging your people
- Action planning and review

Topic 6: Understanding Human Psychology and Its Impact on Change Management:

- What is Human Psychology?
- Understanding Yourself
- Developing Self-awareness, Trust, and Communication

- How Attitudes are formed?
- Motivation at the Workplace and What Drives People to Be Motivated
- The Key Drivers of Change
- The Need for Change Management

Topic 7: Refreezing and Creating a New Cultural Status Quo:

- Understanding what is culture and how it is formulated.
- Hofstede's cultural dimensions theory
- Understanding organizational culture.
- Steps towards developing organizational culture.
- Enhancing and anchoring the new culture.

Targeted Groups:

- Head of Departments
- Managers
- Supervisors
- Team Leaders
- HR Staff
- Persons who want to gain great leadership skills to improve their career

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