

Change Management

Change is endemic in the Education Sector, yet all too often change brings with it potential for resistance, compromise and/or failure to embed new ways of working. How should the change process be managed? How can staff be engaged and supported during the transition period? What different strategies can be employed to help smooth the process?

Change Management is a one-day workshop delivered by the Advisory Service, JISC infoNet. Participants will gain an understanding of key theories behind the management of change, consider a structured framework for managing change and be introduced to a range of practical tools that can be adapted to meet different organisational needs.

Target Audience

The day is aimed at senior managers and any other staff who need to lead or manage change in Higher Education Institutions or Further Education Colleges. No prior knowledge is assumed although the event is suitable for staff with previous experience of change management as well as beginners.

The EduChallenge

You will also have the opportunity to put the theory into practice using the EduChallenge computerised simulation developed by one of the world's leading business schools. It is challenging, frustrating and very much like the reality of change in the education sector.

Topics and Issues

Theories of Change	Models of Change; Drivers for and types of Change; Change in a complex environment
Change Strategies	The importance of culture; Fitting strategy to culture; The characteristics of different Change Strategies
The Change Process	Stages of Adoption; The Knowing/Doing Gap; Managing Transition
Influencing Others	Role of formal and informal networks; The conditions of influence; Understanding your personal power base
The EduChallenge	Using the approaches and tools discussed, work out your strategy and introduce Change into this realistic and challenging education environment