

CULTURE, LEADERSHIP AND CHANGE MANAGEMENT

DATE: 27TH– 31ST JANUARY 2020

VENUE: NYALI SUN AFRICA BEACH AND SPA HOTEL

COST: KSHS 87,500 (EXCLUDING VAT) PER PERSON

NITA REGISTERED: NITA/TRN/916

INTRODUCTION

Leadership is about working with people to do new things in a world which is increasingly complex and fast changing. We need organizations that are flexible and sustainable, and organizations are made up of individuals. Leadership is not necessarily linked to authority. It is about mobilizing people to tackle the toughest problems and to do their best work. Leadership is embedded in every one of us, but the key is to unlock our personal passion which will give us the courage to do things that appear difficult, uncertain or even unpopular.

Today's organizations operate in a volatile, uncertain, complex, ambiguous world (**Johansen 2012**). Our organizations face more complex continuous change than ever before. Being adaptable to quickly adjust to continuous change as well as being expert at leading through complex change are more important than ever. Change is a way of life, and proficient navigation in its turbulent waters is a strategic imperative. Simply put, managing change is a *required* skill for all leaders, managers, and employees.

People and organizations who are the most successful predict and prepare for change—even *creating* change that benefits them. Everything. Even managing change has changed!

The key to running a successful organization is to have a culture based on a strongly held and widely shared set of beliefs that are appropriately supported by strategy and structure. HR has a vital role in perpetuating a strong culture, starting with recruiting and selecting applicants who will share the organization's beliefs and thrive in that culture.

OBJECTIVES OF THE ASSIGNMENT

At the end of the training participants should be able to;

- Create and maintain an efficient, effective and motivated teamwork
- Maximise team performance by understanding team performance and focusing in on the needs of individual team.
- Strengthen techniques for managing the performance for the team
- Provide leaders and managers with clear insights on how to effectively motivate people through corporate culture or organizational change.

- Equip them with some effective skills and knowledge for managing and communicating change.
- Supporting and preparing for impending changes
- Managing others through changes in your workplace
- Getting buy-in; dealing with resistance
- Managing your organisation through difficult changes
- Becoming an 'agent for change'
- Building and maintaining good working relationships
- Getting more creative with change solutions
- Gaining increased confidence and motivation
- Create understanding of a leader responsibilities

TARGET GROUP

This program is targeted towards leaders who are engaged in challenging responsibilities and are keen on enhancing their leadership potential. These include;

- Business Development Directors,
- Managers & Sales Managers
- Business & Strategic Planning Managers
- Regulatory Affairs Officers & Insurance Officers
- Production Directors & Managers
- Technical Directors & Managers
- Bank Directors & Managers
- Relationship Managers
- Procurement Directors & Managers
- ICT Directors and Managers
- Chief Managers & General Managers
- PR & Communication Managers
- Marketing Directors & Managers
- Research Directors & Managers
- Finance Directors & Managers
- Businesspeople & Entrepreneurs
- Hospital Directors & Managers
- Legal Services Directors & Managers
- HR Directors & Manager

BENEFITS TO AN ORGANIZATION

The envisaged benefits of this programme include:

- Develop emotionally intelligent methods to manage change
- Understand resistance to change and how to deal with that effectively.

- Learn a range of strategies and tactics to manage change effectively.
- Identify strengths, resources and skills that result in successful change.
- Understand best practices of building, growing and sustaining an organization – in this case their own schools.
- Network with participants who have similar profiles and interact with world class faculty and leaders from industry
- Assists in developing a sense of mutual understanding between people by highlighting common ground. Once spaces of mutual understanding are established, people begin to use them to overcome culturally challenging situations.
- Develop awareness between people where a common cultural framework does not exist in order to promote clear lines of communication and better relationships.

OUR METHODOLOGY

We aim to deliver an outstanding and interactive learning experience. Our training approach encompasses lecturers combined with group exercises on case studies and examples from corporations that are deliberately included to reinforce the pragmatic styles of transformative Leadership presented throughout the training. We employ the latest interactive training and group learning techniques to deliver an unforgettable learning experience. We adopt an approach that allows participants to share their experiences in each session. In addition to power point presentations and handouts, participants will take home a CD with more additional reference material. The expert resource persons leading this Seminar have more than ten (10) years' experience in executive training. Participants will be grouped into teams to undertake practical learning exercise.

COURSE DURATION

The course duration is 5 days that will run as per our Five-day training programme. The length of the training is adequate to cover the entire course. The participants will learn the concepts on Culture, Change and Leadership management that will ensure they are well equipped to run high performance Organizations.

TIME TABLE

Find below the programme for this seminar:

DAY ONE	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10:30 am	The Key Drivers of Change Today
10:30 am – 11:00 am	Mid-morning Break and Refreshments
11:00 am – 1:00 pm	Approaches to Organizational Change
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Individual Resistance to Change
4:00 pm – 4:30 pm	Coffee/Tea, Wrap Up & End of Day One
DAY TWO	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10:30 am	Best Practice in Change Leadership
10:30 am – 11:00 am	Mid-morning Break and Refreshments
11:00 am – 1:00 pm	Designing a Suitable Change Management Model
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	The importance of Communication during Change
4:00 pm – 4:30 pm	Coffee/Tea, Wrap Up & End of Day Two
DAY THREE	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10:30 am	The Psychology of Work
10:30 am – 11:00 am	Mid-morning Break and Refreshments
11:00 am – 1:00 pm	Putting Organizational Development into Practice
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Using SWOT and PESTEL for Change Leadership
4:00 pm – 4:30 pm	Coffee/Tea, Wrap Up & End of Day Three
DAY FOUR	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10:30 am	Understanding Culture
10:30 am – 11:00 am	Mid-morning Break and Refreshments
11:00 am – 1:00 pm	Artifacts and Norms of Behavior
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	Culture Management
4:00 pm – 4:30 pm	Coffee/Tea, Wrap Up & End of Day Four
DAY FIVE	
8:00 am – 8:30 am	Arrival, Registration and Climate Setting
8:30 am – 10:30 am	Relationship between Culture and Performance

10:30 am – 11:00 am	Mid-morning Break and Refreshments
11:00 am – 1:00 pm	Leading with Emotional Intelligence
1:00 pm – 2:00 pm	Lunch Break
2:00 pm – 4:00 pm	The Way Forward
4:00 pm – 4:30 pm	Coffee/Tea, Wrap Up, Graduation & Close of Training

YOUR COST OR INVESTMENT

We shall offer this training at a professional fee of Kshs 87,500 per person excluding VAT, for the entire duration of the course. This fee will cover our charges, costs of course preparations, training materials and conference venue. This cost does not cater for transport and accommodation for participants.

ADMINISTRATION DETAILS

Dates: 27th – 31st January 2020

Time: 8.00am- 5.00 pm

Venue: Nyali Sun Africa Beach and Spa Hotel, Mombasa

Attire: Smart Casual

For enquiries or registration call [David or Caroline](#) on: (+254) 722 352 680/ (+254) 717 968 342.

Alternatively, Email: training@dgmb.co.ke or dgmbfinance@gmail.com

PRE-REQUISITES

No prior detailed knowledge of Culture, leadership and Change Management is required.

QUALITY ASSURANCE

DGMB Training Solutions Limited strives to provide you with the most productive, effective and value for money training experience possible. If after completing the course you feel there is some way we can improve, please write your comments on the evaluation form provided upon your arrival.

TERMS AND CONDITIONS

Disclaimer: All registrations are subject to session availability. All speakers, sessions and prices were confirmed and correct at the time of printing. DGMB Training Solutions Limited reserves the right to change speakers and program details as required in addition to making changes to the schedules, venue or cancel the event altogether.

Privacy notification: DGMB Training Solutions Limited respects the privacy of individuals, their sponsors, Organizations and acknowledges that the information you provide on registration form is confidential and third parties would not have access to. DGMB Training Solutions Limited collects this information for purposes of processing your registration and providing you information (via email and/ or mail) on upcoming events, specific products and services provided by or associated with DGMB Training Solutions Limited.

Kindly register by 5pm, two working days prior to the training to enable us to cater for your course materials and catering requirements.

Notice of withdrawal: Unless written notice of withdrawal is received before the closing date of the programme, the full fee is still due in the event of non-attendance. However, DGMB Training Solutions Limited accepts replacement(s) or substitution, made in writing, prior to the programme's commencement date. However, no substitution of participant(s) is allowable after the commencement of the training.

CERTIFICATE OF PARTICIPATION

After attending this course, participants will be awarded certificates.

HOW TO PAY

1. Issue Cheques in the name of "DGMB Training Solutions Ltd" or
2. Remit the Training fees via RTGS or Electronic Funds Transfer (EFT) to our Bank, the details are: - Account Name: - DGMB Training Solutions Limited, Bank: Cooperative Bank of Kenya, Branch: City Hall Branch, Nairobi, Account Number: - 01148231039600 and Branch Code: - 11049.
3. Our PIN is P051349463P