

# LEADERSHIP AND CHANGE MANAGEMENT

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**Dates**  
Jan 21-25, Oct 20-24  
(Abuja)  
Apr 21-25 (Lagos)  
July 21-25 (Kaduna)

**Course Ref**  
EE/LM/01

**Duration**  
1 Week

**Fee**  
NGN 89, 500

This programme aims to look at ways to clarify the need for change and examines the barriers and pitfalls. It will also identify methods of implementing successful change. Participants will be introduced to new concepts and be involved in exercises to understand key change theories.

## LEARNING OBJECTIVES

You will be able to:

- Successfully deliver a change strategy in your own environment
- Ensure that the organization is able to respond to change
- Use a set of proven techniques which will allow you to create the future vision, establish a realistic view of the present and to provide a methodical way to minimize risk as you move towards the new way
- Use models and practical advice that will help you to bring about effective change in a variety of situations.

## COURSE CONTENT

### How to prepare for change

- Understanding the need for change and its impact on the environment
- Creating and communicating a shared vision of the future

- Developing a change strategy
- Setting strategic goals
- Evaluating and utilizing the power and influence of those involved including stakeholders
- Influencing skills.

### Understanding and working with the organizational culture

- What is the existing culture?
- Managing change in a multicultural society
- Understanding and managing resistance to change
- Change and the individual
- Working with teams in a change environment.

### Making change happen

- Developing a change programme
  - Project management
  - Refocusing the organization
- Managing risks.

### Planning the future

- Development of an action plan

## Sample Schedule

- 🕒 **Morning Session I**  
The first session of the day lasts two and half hours
- 🕒 **Tea Break**  
A 30-minute tea break for relaxation, tea and light snacks
- 🕒 **Morning Session II**  
The second session stretches into noon and only last one and half hours
- 🕒 **Lunch Break**
- 🕒 **Afternoon Session**  
The third and final session lasts two hours
- 🕒 **Group Activity**  
Participants interact in different group tasks



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