

The Change Matrix

- Across the world millions of pounds are lost each year through failed change programs
- Despite a huge amount of academic research truly practical tools to assist people to lead and manage change are few and far between
- Derived from extensive management and consultancy experience the Change Matrix enables managers and change agents to plan and manage organizational change successfully
- The Change Matrix is an elegantly constructed process and innovative toolset that provides a way to diagnose the readiness for change within an organisation, identify areas of weakness, develop action plans and move successfully towards a desired outcome

Development of The Change Matrix

- The Change matrix was developed as a tool to help managers and change agents improve the implementation of change programmes in organisations of every size and level of complexity.
- What makes The Change Matrix special is the way it takes well researched organisation and change theory and translates it into concepts, models and tools that are readily learnt and used by managers and change agents in a variety of day-to-day situations.
- The models and tools are scaleable - they can be used to perform quick assessments of an organisation's readiness for change right through to the creation of detailed plans for an overall change programme.
- It provides management, change agents and their teams with common vocabulary and models to make team and project work more effective and streamline communication

Course content – over two days

- Delegate experiences of change as leader and/or participant - discussion of common problems
- How we think about an organisation limits how we go about trying to changing one
- Common organisation paradigms
- Diagnosing the dominant paradigm in your own organisation
- The Change Matrix and supporting theory
- Putting The Change Matrix and derived toolset to work - application to real life situations

Who should attend The Change Matrix

All Cognitis courses involve opportunities to review real life change and organisation design issues. For this reason and to get the most learning from the course, we strongly recommend that more than one delegate attends from any organisation and that they have a common topic or project to work upon during the course.

- Managers at any level who wish to understand more about how to manage change
- Change agents and internal consultants who support change initiatives within their organisation
- Programme Managers who want to be able to monitor the effectiveness of change projects better within a structured framework

- Project teams who are already driving change and want to be more effective
- Boards of management who are thinking of initiating change or who are struggling with existing change programmes
- Individuals preparing for a management career who wish to enhance their skill and knowledge

Questions this course answers

- Why is it that so many change initiatives fail?
- Why do methods that worked before no longer have the same degree of success?
- How can I improve the effectiveness of the change programs for which I am responsible?
- As a business leader what do I have to do to deliver my vision?
- How do I ensure that my change program keeps on track and delivers the desired results?

Course Objectives

- To focus on the practical application of current organisation and change theory translating it into concepts, models and tools that are readily learnt and used
- To provide scalable tools that can be used to perform quick assessments of an organisation's readiness for change right through to the creation of detailed plans for an overall change programme
- To provide management, change agents and their teams with common vocabulary and models to make team and project work more effective and streamline communication
- To improve the effectiveness of the change management skills of all participants

Recent Course Participant Feedback

"Perhaps if more change managers and those responsible for managing change adopted this approach there would be fewer change management failures and disappointments"

"A very practical insight into successful organisation change management"

"A good opportunity to discuss ideas with people facing similar challenges in other organisations. A practical tool that can be applied to all change situations"

To learn more contact John Horsley

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