



Centre for Organization Development

Educate | Evolve | Empower



Program on
**Leading and Managing Change
in Times of Uncertainty**

(August 5-8, 2020)

Program Director: A B Prasad



PERSPECTIVE

Business leaders know it too well that extreme uncertainty in the business environment has become the new norm. Many senior leaders believe that their organizations are facing critical challenges in these uncertain times and the leadership at the various levels of business are not fully equipped with the right skills and capabilities to lead change effectively.

Leading change in the prevailing climate represents a significant and complex challenge. Organizations may pursue a variety of change strategies, but reaching an agreement on the roadmap for change is essential. Change leaders need to focus on establishing the relevant behaviours, mindset and culture as well as on creating the right organizational structure and systems. Agility to adjust to rapidly changing environment is a vital ingredient.

Resistance to change is the result of initiating change in the easier part of systems, structure and strategy and ignoring more difficult part of changing the leadership behaviour, culture and mindset. Many organizations do not appreciate the need to communicate to all the stakeholders' clear values and a purpose beyond making a profit.

Building a clear, shared agenda for change and developing change leadership capabilities are the twin pillars of successful change management initiative. Change leadership means different things to different people. The program is designed to provide a conceptual clarity on the process and management of change, and to understand the different competencies required to lead the change in the present uncertain environment.

OBJECTIVES

- To provide a conceptual clarity on the process and management of change
- To understand the various reasons for resistance to change and how to avoid them
- To offer some insights into how you can enable your organization to succeed in uncertain times
- To know the common elements critical to leadership success.

CONTENTS

- Process and Management of Change
- Organizational Change: Tools and Techniques
- Organizational Culture and Barriers to Change
- Resistance to Change and How to Overcome It
- Skills and Competencies Required for Managing and Leading Change

METHODOLOGY

The theme of the programme will be dealt in a virtual, live and interactive classroom mode and it is a combination of psychometric assessment tools, conceptual sessions, structured exercises, group discussions and case studies.

WHO SHOULD ATTEND

This program is suitable for leaders, managers and middle and senior level executives who are interested in enhancing their change management competencies.

Duration	Date	Time	Classes
Four Days	August 5-8, 2020	10.00 AM – 03.30 PM	Three Classes Per Day

FEE

The Programme fee is Rs.15,500/- + GST. The payment of fee may be made either by electronic transfer or crossed cheque/DD in favour of 'Centre for Organization Development' payable at Hyderabad

HOW TO ENROL

You may send nominations by mail on codhpo@codhyd.org / info@codhyd.org

CERTIFICATE OF PARTICIPATION

Online Certificate will be issued to all the participants.

PROGRAM DIRECTOR

Mr. A. B. Prasad, Professor, Organizational Behaviour and Organizational Development, Centre for Organization Development. Prior to joining COD in 2013, he was with State Bank of India in various capacities for more than three decades. He has a long tenure with SBI Staff College as a Deputy General Manager and Senior Faculty respectively.

Subsequently, he was General Manager with Reliance Retail Limited in the department of Talent Transformation. He is an Advisor to the OTI Company in Jakarta, Indonesia.

He has published more than 15 papers on training and organizational behavior and has contributed 12 articles on financing various agricultural projects.

He has presented papers in various international and national forums.



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