



CHANGE AND TRANSFORMATION MANAGEMENT

1 - 2 MARCH 2010 AT THE HOTEL SAFARI, SAFARI COURT, WINDHOEK, NAMIBIA



// COURSE OUTLINE

Organisations and individuals that embrace change grow and thrive while those who do not, struggle and fail. But what is Change, really? What are the basic principles that underpin change in individuals, teams, organisations and the wider context?

This two-day facilitated experiential workshop is designed to introduce you to some useful models and the 'how to' of sustainable Change Management that wins hearts and minds. We will explore a number of useful approaches that can give you the confidence to conceptualise, initiate and sustain the direction, focus and nature of change in your organisation.

But knowing the models is not enough they have to translate into measurable change that is felt

and lived in day-to-day culture. This workshop is designed to give you a good understanding of the field.

You will also have the opportunity to share your experiences and select how you will further develop your skills as agents of change. We pay particular attention to organisational storytelling, communications, ritual and branding and provide a framework for an entire change management process from concept through to post evaluation.

Attendees will also receive a copy of 'The Art and Science of Change', a valuable resources for change practitioners. Additionally, the networking opportunities at this event creates significant possibilities for creative interchange between delegates.



COURSE CONTENT

During the two-day facilitated workshop we cover the following:

- What is Change?
- The Art and Science of Change - sustainable, conscious innovation
- Change in individuals, teams and organisations
- Thinking about Change - frameworks, models and trends in Change Management
- Change and Game Theory - practical case studies
- Systems Dynamics and General Systems Theory - Frameworks for Systemic Change
- Organising Principles - The Story and Metaphor
- Networking and Practical Ideas for Change Managers & Change Agents
- The Business Case for Change - 'hard' and 'soft' outcomes
- Participation and Change - ensuring engagement in the process
- Feedback and Organisational Learning
- The Art of Memory - Innovative Communication that supports change efforts and wins hearts and minds
- Approaches to Change in large organisations including case studies
- Democratic principles in hierarchical structures, alternative forms of organisational design for African companies
- The Change Management Strategy - Setting Objectives and meeting outcomes
- Networking and Practical Ideas for Change Managers and Change Agents including use of social networking technologies in change management

WHO SHOULD ATTEND?

Trade union representatives, Organizational Leadership, Senior Management, HR Management, Negotiators/ mediators/ arbitrators, Government officials, Change Agents/Catalysts, Culture specialists

COURSE DIRECTOR

In motivational speaking, Steve Banhegyi's approach can be likened to a nutrient rich tonic as opposed to shot of espresso. Whereas high-energy motivational speakers give their audience an instant rush that quickly fades, Steve engages them on a deeper, much more meaningful level.

As an experienced psychologist and facilitator, he develops a brief in conjunction with the client regarding the organisational issues impacting participants. He then creates an intervention that addresses identified issues in a way that engages both their intellect and emotions. It is important to him that participants are left with meaningful tools that they can apply on a day-to-day basis to help them achieve their goals.

Each workshop is customised to achieve breakthrough results. Steve's enthusiasm promotes a positive environment for self-discovery and his style helps people question their own potential horizons. He also has a unique ability to understand both personal and client goals and to synthesise these into practical plans of action. He then provides the fuel for motivation, activating a real desire for change in the individual.

ABOUT STEVE

I work as a facilitator, consultant and media developer specialising in personal and organisational change management. I have 20+ years consulting experience including 4 years as a lecturer in Information Systems at Wits University. I qualified in the UK as a Psychologist and started my career as a consultant implementing participative management programmes in 1982. I have been a director of companies in the ICT area and have worked with diverse clients including government, NGOs as well as listed and private companies. My specialist areas include Systems Dynamics, KM, AI, Leadership, Change Management, Creativity & Thinking Skills, Life and Storytelling. I am a partner in www.isivivane.com, www.storytelling.co.za and www.ubuhibi.com. A partial list of the clients I have consulted to includes: The World Bank, Swiss Reinsurance, Development Bank of SA, Deloitte, Lilly, FNB, City of Johannesburg Innovation & Knowledge Exchange, Botswana Telecomms, GIMT, DaVinci, Momentum, Business Trust, Ministry of Health & Social Welfare (Kingdom of Lesotho), African Bank, CIDA City Campus, Edcon, SASOL, Aspen Pharmacare, Department of Housing, Food & Trees for Africa, Department of Public Sector Administration (DPSA), Council for Medical Schemes, Wits Business School (WBS), Wits University Perinatal HIV Unit, Pan African Parliament, University of Stellenbosch Business School, University of Johannesburg, and SITA (State Information technology Agency).

REGISTRATION FORM

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(NOL130)

To register for this event please complete the registration form below and fax it to +27 (0)86 570 8986 or email it to info@nolwaziafrica.com. Alternatively please call us on +27 (0)12 667 6763.

COMPANY DETAILS

Company Name:

Postal Address:

Postcode: Country:

Physical Address:

Invoice for Attention Of:

Tel: Fax:

Email:

MANAGER AUTHORISATION

Full Name:

Contact Tel Number:

Email:

Signature:

COURSE FEES PER DELEGATE

R 6 995,00 x Delegates = R

Please note that payments is required no later than 10 days from invoice date. In the the event of non-payment, Nolwazi Africa reserves the right to cancel the booking and the full amount under disagreement will be due and payable.

BANKING DETAILS

Bank Name: First National Bank Centurion

Account Name: Nolwazi Africa Events

Account Number: 6222 5618 422

Branch Code: 261 550

Swift Code: FIRNZAJJ926

CONFIRMATION DETAILS

Upon reception of your booking, we will e-mail each registered person our delegate confirmation pack. this pack will include venue information with a map and specific event details. If you have not received confirmation within one week of booking, kindly contact us on +2712 667 6763 for assistance. Delegate fees include all workshop materials, lunch and refreshments for each day. Please note that hotel accommodation and travel are not included in the price. We can offer travel and hotel booking assistance if required. Please feel free to contact us, we will gladly assist you.

CANCELLATION & TRANSFER POLICY

Delegates unable to attend the event may send a substitute delegate in their place. Please send written details of substitution. Written cancellations must be received more than 10 working days prior to the date of the event and will be liable for 50% of the event fee. Failure to cancel, or cancellations received 10 working days or less prior to the event date, will result in liability for the full event fee. Nolwazi Africa reserves the right to alter the program and speaker details without notice.

GROUP DISCOUNTS

2 Delegates @ 5% discount

3 Delegates @ 10% discount

5+ Delegates @ 15% discount

DELEGATE REGISTRATION

Delegate 1:

Full Name:

Designation:

Contact Tel Number:

Email:

Delegate 2:

Full Name:

Designation:

Contact Tel Number:

Email:

Delegate 3:

Full Name:

Designation:

Contact Tel Number:

Email:

Delegate 4:

Full Name:

Designation:

Contact Tel Number:

Email:

Delegate 5:

Full Name:

Designation:

Contact Tel Number:

Email:

Delegate 6:

Full Name:

Designation:

Contact Tel Number:

Email: