

# How to Overcome Barriers to Change through Effective Stakeholders Engagement



Leaders need to be flexible, agile, and adaptable in the face of change, manage others through it, and be champions of change themselves. Change management involves both skills and behaviours. This workshop focuses on the challenges of leading stakeholders in a changing world, exploring:

- The dynamics of change and reasons for resistance
- How to support stakeholders through change
- Strategies for influencing others to support new initiatives
- How to engage stakeholder's energy, motivation, and creativity

## Course Outline

- How to use the business case to determine the stakeholder's likely reactions to the change
- Understanding the results of impact assessments and communicating accordingly
- How to develop a stakeholder communication management plan
- Understanding why some people exhibit difficult behaviours in the face of change
- How to overcome these difficult behaviours using specific communication styles and consultation
- Structuring consultation meetings with different stakeholder groups based on the business case for the change and the policies and procedures that are important to LCC
- Using structured conversations and feedback as a powerful change tool to engage stakeholders
- How to deliver tough messages fairly
- The commitment and compliance curves and how they impact the implementation of change
- Influencing to gain commitment to change
- Utilising the key change sponsors to influence
- Balancing push and pull influencing styles
- Understanding negotiation settlement ranges and their impact on the change benefits
- Action Planning

## Duration

1 Day

01623 627264

[www.xceedtraining.co.uk](http://www.xceedtraining.co.uk)

xceedexpectations