

**TIM DOYLE**

**CHARITY CONSULTANT**

point of view.  
**Change**  
become different  
motivation

## Making Change that Sticks (Essentials) - Course Prospectus

**A 1-day course that introduces change management in a charity context.**

The course covers:

- An overview of the basics of change management
- Practical examples and discussion from the charity sector
- How to spot good and bad practice and make a positive contribution to a change culture

**Find out more and get in touch:**


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### **Who is this course for?**

The course is relevant for anyone involved in charity who might be expected to work in a change environment. This could include playing an active role in a change project, being a member of a change committee, or even working in a dynamic and fast-evolving organisation.

 **A 2-day advanced course is available for managers and leaders who require practitioner-level knowledge.**

## **Course Content:**

### **Overview**

This course is based on the Change Management Body of Knowledge (CMBOK). It uses proven and recognised theory applied through the lens of the charity sector and backed up by real-world charity case studies. The course is interactive throughout and delegates are encouraged to share their experiences to enrich the discussion.

### **What is change management?**

An introduction to the practice of change management and what it consists of. Delegates will learn about what change management is, why it is needed, and the reasons that charities sometimes struggle with change programmes. The content is interspersed with interactive feedback and real-life case studies on change in a charity context.

### **Change and the organisation**

Thinking about how organisations are structured, and how change should be applied to them. Delegates will explore different ways of thinking about organisations to best understand their needs, before considering different approaches to applying change. The content is interspersed with interactive feedback and real-life case studies showing good and bad organisational practice.

### **Workshops**

This course culminates in delegates being split into small groups to workshop two separate scenarios, before briefing the rest of the course. These are intended to simulate delegates being a participant in a change programme and explore how they might react to some of the difficulties they are likely to experience in a charity context.

### **Change and the individual**

Thinking about how people experience change. Delegates will learn about the human experience of change and how this applies in a charity setting in particular. They will explore practical tips on supporting people through change and how to handle potential friction. The content is interspersed with interactive feedback and real-life case studies on helping people through the change process.

### **Defining change**

Delegates will look at why defining change is so vital to success, and explore some of the pitfalls charities often encounter. They will review an example model for defining change at an organisational level, before moving on to defining and mapping stakeholders. The content is interspersed with interactive feedback and real-life case studies showing why good definition matters in change.

**Fees:**

£500 (online or in-person)



Travel (in-person only) if outside CH or L postcode areas

*I will consider discretionary discounts for causes of personal interest.*

*These include: animal welfare, promoting access to music, and promoting access to sport.*