



A Blueprint for Effective Organisational Change

TRAINING

Overcoming Fatigue and leading sustainable, lasting transformation



Facilitated by
PRINA SHAH
Global Coach, Consultant, Trainer & Speaker

Online → Thursday, 6 June 2024



Overview

Never before have governments and their workforces been asked to do so much, so fast. Public sector leaders are seeking transformational improvement in citizen services, policy outcomes, and regulation. But government transformation is hard to pull off in a context of fiscal challenges, public mistrust, and workforce fatigue. McKinsey's recent survey of public-sector leaders finds that nearly 80 percent of major change efforts fall short of meeting their objectives.

Managing change well is critical to the success of any reform, policy, or service implementation the management of change has been identified as a critical variable for the success or failure of any reform yet worldwide, organisations struggle with successfully implementing change. In addition, positive perceptions of change management are associated with higher engagement from employees, better employee wellbeing, and perceptions of better performance of an employee's work group and agency

When done successfully, it enables companies to stay competitive, improve productivity, foster innovation, and create a positive work environment where employees feel empowered and engaged. This session will identify the factors that can help or hinder change and uncover the unique quirks of your organisational culture that can impact your change efforts.

Who Should Attend

Heads, Directors, Managers, Leads, Advisors, Specialist:

- Organisational Change
- Organisational Development (HR)
- Change Management
- Transformation
- Continuous Improvement
- Reform

Learning Outcomes

- The definition of change
- The problem with most change projects and why change in the workplace fails
- The psychology of change
- Your organisational culture and change
- How society manages change
- Learn how to craft a blueprint for successful change

Why Attend

- Gain a comprehensive understanding of change
- Build an insight into why change fails
- Psychological perspective on change
- Effective communication strategies
- Practical tools and blueprint for change

Meet Your Facilitator



PRINA SHAH

Global Coach, Consultant, Trainer & Speaker

Prina Shah is a modern workplace thought leader and HR strategist who helps CEOs, HR Teams, and Business Leaders seeking to make positive culture change happen in themselves and in their organisations.

Passionate about developing practical tools and frameworks that enable the modern workplace and empower teams to unlock their potential, she is especially interested in redefining processes from legacy, box-ticking exercises to opportunities to reinvigorate teams.

Prina has a BSc in Sociology and Social Psychology and a Diploma in Professional Coaching and is accredited in LSI, GSI, OCI, OEI, DISC Advanced, PRINT, and the Emotional Culture Deck.

Since 2015 she runs her own successful business with a diverse client base and supports and challenges her clients to discover and reach their true potential by implementing practical tools and methods to develop strategies that create positive and lasting change.

Prior to this, she held senior leadership roles in the WA public sector. Prina has honed her expertise with over 20 years of leadership experience within the Not-for-Profit, Public Sector, and utility sectors in London, Sydney, and Perth. In addition, she hosts a podcast “Ways to Change the Workplace” where she interviews business and people leaders on trends, shifts, and innovations that are transforming the workplace and the way we work.

Preparation

This workshop is highly interactive with group activities and discussions throughout. Come prepared with some current challenges you are facing in your organisation.

To participate you'll need:

- A computer with camera and microphone
- Strong internet connection
- Quiet, well-lit space
- Current challenges you are facing

Register Early & Save

Extra Early Bird	Early Bird	Standard Price
Register by 22 nd Mar	Register by 19 th Apr	Register by 5 th Jun
\$795 + GST	\$995 + GST	\$1,195 + GST
Save \$400	Save \$200	-

CLICK HERE TO REGISTER

*Group Discounts Available - Contact Registration at registrations@publicsectornetwork.com or Call on **(02) 9057 9070**

Explore the Agenda

DAY 1 | Thursday, 6 June 2024, 9:00am - 3:15pm AEST

9:00am **Welcome and Overview**

9:15am **Introductions and Ice Breaker**

Module One: Why does change fail

9:30am **The Definition of Change**

- What is change and what does it mean in an organisation
 - Uncovering the Four types of organisational change
 - Key determining factors of change
-

10:00am **Why Change in the Workplace Fails**

- Unpacking the reasons why change fails
 - Criteria that impact change
 - Discussing the human element
-

10:30am **Break**

Module Two: Psychology of Change

10:45am **The Psychology of Change**

- Resistance to change
 - Stages of change
 - Readiness and motivation
-

11:15am **Your organisational culture and change**

- Best practices for leading a cultural shift
 - Framing the problem
 - The power of quick wins
 - Harnessing your networks
-

11:45am **Break**

Module Three: Communicating Change

12:45pm **The problem with most change projects**

- Unpacking the biggest problems with change projects
 - How to address change fatigue
 - Strategies to overcome the problem
-

1:15pm **How society manages change**

- Lessons from societal and community change
 - Discussing pros and cons
 - Leveraging your social networks
-

1:45pm **Break**

Module Four: Building Trust and Resilience

2:00pm **A blueprint for successful change**

- Leveraging the lessons learned earlier to plan your own Blueprint for Change
 - Defining a vision and purpose
 - Exploring stakeholder engagement
 - Setting goals
-

2:30pm **How to run an effective postmortem of your change**

- Gathering stakeholder feedback
 - Analysis and recommendations
 - Outlining next steps
-

3:00pm **Closing Remarks**

3:15pm **End of Training**



Get In Contact

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