



TRAINING AND PROFESSIONAL DEVELOPMENT

Getting New Things done: Smoothing the Path of Change

Change in our work environment is inevitable but it is often resisted or dealt with unenthusiastically. This seminar is for any staff working within university or college accommodation, catering, commercial services and facilities management who are required to implement change, manage new projects or alter others' habits of work or thought. It will be particularly useful to anyone who has a daunting change to achieve but has not yet planned how to tackle it.

Objectives

The seminar will help people who lead change to:

- Consider their own reactions to welcome and unwelcome change on personal and organisational levels
- Consider a proposed change from the point of view of those affected
- Analyse the social, technical, economic and political context of a proposed change
- Plan to create a favourable climate for a proposed change
- Plan to reduce opposition to change and increase support for it
- Plan ratchets – ways to prevent slip-back and to secure changes achieved

Description

The seminar will reflect on:

- Overview; why change is difficult for people in organisations
- Individual and group reactions to change
- Essentials for enabling people to cope with change
- Phases of change from personal to organisational perspectives
- Finding where to focus efforts for change
- Identifying stakeholders' concerns
- Creating the conditions for change; destabilising current habits and patterns of thought

The seminar gives participants the opportunity to analyse and refine their own projects by relating them in a group discussion to half a dozen really powerful ideas of change. Each of these new perspectives gives a fresh stimulus to thought and planning on the project. It will involve a small amount of reading in advance, plenty of discussion, collaboration in groups and short sessions of coaching.

Presenter

Ian Hewes

Ian Hewes BA MBA MCIPD is a freelance facilitator, coach and organisation development consultant, working mainly in universities. He is a highly experienced provider of staff development in Higher Education. He was Staff Development Officer for seven years at the University of Cambridge and before that held management and teaching roles in three sectors of education.

Date and Venue

Wednesday 16 February 2011; registration is from 0930. The seminar starts at 1000 and ends at 1530. It will be held at the Fielder Conference Centre, Hatfield Business Park, University of Hertfordshire. This is Conference Hertfordshire's non-residential conference centre, which is close to junctions 3 and 4 of A1(M) and Hatfield railway station, which is 25 minutes from London King's Cross. Full location and access details will be sent to participants. There is more information at www.conferencehertfordshire.co.uk.

Fee

The fee for this non-residential seminar is £175.00 plus vat, which includes seminar materials, training costs, refreshments and lunch. If you require overnight accommodation there is a Travel Inn at Hatfield, one at Welwyn Garden City, 6 miles away and several others nearby, www.premiertravelinn.com. There is also a Travelodge very close to The Fielder Centre at the Hatfield Business Park and several others nearby, www.travelodge.co.uk.

To make a seminar reservation please go back to our booking form which may be completed on-line or off-line. May we respectfully draw your attention to the UHS business terms, which are on the seminars page of our web site and on the booking form?