

## Introduction to Change Management (Edition 6)

By the end of the programme, participants will not only understand the fundamentals of change management, but will have developed or refined a change strategy for their project or team. Each step of the way they will receive individual feedback

**#Change & Innovation #Adaptive Leadership #Case study #Change management #Creativity and Innovation #E-learning #Partnerships #online #Up to 2 months #Virtual Campus**

### Introduction

Change management is a key enabler for successful design and implementation of UN reforms. Line and change managers are the drivers of the shift in culture as well as the organizational transformation. While the 2030 Agenda sets out where the world and the UN need to go, change strategies delineate **how to** achieve these goals. Each participant will define what UN reform or change means for their work or team, and they will develop a strategy for how to lead change and transformation in their context.

The course benefits from the input of UN change practitioners who have successfully led complex change processes in the UN.



**Where** ONLINE



**When** 27 Jan - 08 Mar 2020



**Fee** 1250 USD



**Duration** 6 weeks



**Enrollment deadline** 27 Jan 2020



**Contact**

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**Language** English

## Objectives

Upon successful completion of this programme, participants will

- Be able to identify steps and tools necessary to develop their own change strategy
- develop an outline of a strategy
- understand how to support their staff in managing transitions
- know how to build their own resilience and that of their teams
- have reference points to other change initiatives in the UN context

## Course Contents

Over five modules, participants will explore different approaches to change and the domino effect of different changes impacting each other.

They will reflect on their role as managers and the impact of their own change leadership practices on the dynamics of the change processes for which they are responsible.

They will develop their own change strategy outlining their case for change, their engagement process, their stakeholder management plan, the change vision and a change impact analysis.

Participants will better understand where resistance to change comes from and how to address it, and develop practices to strengthen the resilience of themselves and their teams.

## Course Methodology

This programme combines weekly self-study modules with individual assignments, webinars, forum discussions as well as individual feedback and guidance. During each webinar, participants deepen their knowledge of key concepts, discuss how these concepts apply to their work, and listen to a real-life case study by a UN change practitioner. Individual assignments provide the opportunity for each participant to apply the concepts and tools to their change context and get feedback from UN change practitioners on their specific situation. The online forum discussions allow for an exchange with other UN managers and facilitate organizational learning across UN entities.

The course requires a weekly study time commitment of three to four hours over a period of five weeks. Week six focuses on the completion and revision of the final assignments.

## Target Audience

This programme is geared to line and change managers, change agents and programme and operations staff who are leading change in their field of expertise within the UN and with partners. It is helpful for staff setting up offices, and those leading or coordinating both complex organizational changes as well as implementing organizational change within their teams.

## Cost of participation

The fee of \$1,250 includes exclusive access to a closed online discussion, all materials and webinars, as well as at least five rounds of individual feedback on written assignments.