

TURN UNCERTAINTY
INTO OPPORTUNITY

Leading through Change



CHANGE HAPPENS ALL THE TIME

In the dynamic world of business, the significance of change within companies cannot be overstated. It is not only a catalyst for growth but also a determinant of survival in an ever-evolving market. However, when confronted with change, many organizations primarily concentrate on the process, overlooking a crucial element - their people.

Successful change is more than just a well-executed process; it is about the people who drive that change. As individuals, we are instinctively programmed to respond to change as a survival mechanism, which can often make change feel intimidating or threatening. Successful leaders, however, engage their people in change, transforming it from an uncertain threat to a promising opportunity.

Every change is unique, yet it follows a predictable pattern. Understanding this pattern and developing the skills to navigate it successfully allows us to consciously determine our path forward, even in the most challenging stages.

Our new change program, 'Leading through change', is designed to address this very need. It is divided into three parts, each focusing on a different aspect of managing change. The first part is dedicated to teaching individual contributors and leaders how to lead themselves through change. The subsequent parts explore how leaders can guide their teams successfully through change. This program can function as a stand-alone change framework or complement any existing change management process.

Every organization inevitably encounters periods of change. These transitions may be a part of a proactive company strategy or a response to external forces. Regardless of the reason, one thing is clear: knowing how to handle change is the foundation for success for every team member. With the right approach, employees can build their confidence in navigating organizational change. Once they understand the predictable pattern of change, they can harness uncertainty and transform it into opportunities for personal and team growth.

The ability to accelerate change is a key factor for companies and individuals to succeed in today's market. Embrace change, understand its pattern, and let it be the driving force behind your success.



WHAT IT'S ALL ABOUT

TARGET GROUP

Leaders and individual contributors who not only face but also lead others through change.

LEARNER'S OBJECTIVES

- Understand and deal with your own reaction to change, while becoming more resilient
- Build individual confidence through a predictable pattern of change
- Optimize your change-management approach
- Successfully lead people through the human reactions of change
- Build your change narrative – a case for change that will help you communicate and create buy-in within the organization

FORMAT

2-days training session in the enkelfähig Academy, Duisburg Germany including participant guide with change tools, change model and reaction cards and a change toolkit for leaders.

LANGUAGE

English initially, German following later



HOW IT IS ORGANIZED



Registration Process

There is two ways how you can run this program:

Open Program

Are you an individual and simply want to sign up for the training, while learning together with others from the Haniel Group? Please register by filling out the form on our website [registration-leading-through-change](#).

Customized Program

Are you interested to run this program with your team or in your function/area? That makes total sense – all you need to do is contact us and we'll find the right format and time for the training!

Dates and Time

We have scheduled one training for the first half of the year. If there is more demand, we can add further dates. The program will start at 10 am on the first day and end at 4 pm (CET) on the last day.



04.-05.06.2024, Duisburg

Costs

500 € net program costs per participant (plus board and lodging).

Contact Persons



Nomination & Organization

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Program Facilitators

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Do you want to become a facilitator?

The train the trainer process allows teams and departments to deliver the learning to entire audience, in the language you want, at the cost you can afford, with the level of customisation that suits your team, department, division or organisation. If you want to become a facilitator, please reach out to us!

Train-the-Trainer Process



1. Attend the program as a participant
2. Review trainer notes and facilitator videos and support content
3. Attend a train the trainer process, virtual or face to face
4. Deliver first program with coaching.
5. Review feedback and agree on next steps with you coach
6. Annual training review to maintain train the trainer status.

