



# **MASTERING CHANGE EFFECTIVELY**

An intensive 2-day workshop designed to develop essential skills for managers and executives to lead, manage and master organisational change with emphasis on interactive sessions, case studies, assessments and practices.

Ephod Consulting Associates PL and  
Master Trainers Academy  
The leading organisation development consultancy  
[www.ephodconsulting.com](http://www.ephodconsulting.com)

Change is constant and inevitable — it's one of the few things in life we can count on. We can also count on the fact that, whether change is organization-wide or specific to individual departments or employees, everyone has a reaction to it. The organizations we work for demand that we both adopt and adapt to change. The more we know about the process of change, the better equipped we are to take steps towards the acceptance of change and adapt to it effectively in our work and our lives.

### For Whom

- Professionals and Executives
- Managers
- Team members and Leaders

### In-Company Workshops

Ephod can provide this workshop in a tailored format for your company in your premises

Over 100 companies have attended Ephod workshops including Microsoft, Hewlett Packard, Exel Logistics, Monsanto, Timken, Intel, Reuters, SSMC, Philips APAC, ZF SEA, Sony-Ericsson APAC, Air Products, VOPAK, Singapore Press Holdings, AC Nielsen, GELife, New Toyo International, AIA, Prudential, Avex Electronics Singapore Yellow Pages, Jebesen & Jessen, Prime Minister's Office, Singapore MRT, Singapore Power, Min of Environment, Ngee Ann Polytechnic, Singapore Polytechnic, National Library Board, Infocomm Development Authority, Mindef Centre for Mgt Devt, Min of Community Devt and Sports, Min. of Education, Min. of Manpower, SLA

### Workshop Outline

- The Square Wheels of Organizational Change
- Recognizing types of change
- Optimizing team performance during changes
- Understanding of the four phases of change by Drs. Jaffe and Scott, Change Management experts.
- Overcoming resistance to change
- Implementing a six-step Model For Managing Change
- The New Business of Paradigms

### Assessment Tools:

#### The "Leading Change at Every Level"

assessment is a tested instrument targeted at staff who are responsible for leading change. This instrument will be used to help participants examine behaviors that lend to or inhibit change efforts, develop change leadership skills and behaviors, establish an effective learning environment and improve their ability to lead change

### Course Methodology

The workshop will incorporate lecturettes, exercises, self-assessments, case studies, and group discussions. Experiential activities will also be designed to allow participants to understand the concepts and skills taught

**Duration:** 2-day

### About Ephod Consulting Associates PL

Since 1996, Ephod has established itself as a premier organisation change and consulting company. It has serviced client throughout the Singapore and the Asia Pacific region.

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