



New Paradigm Training
Psychiatric Disability Services of Victoria (VICSERV) Inc
PO Box 1117, Elsternwick 3185
Tel: (03) 9519 7000 Fax: (03) 9519 7022
Email: vicserv@vicserv.org.au
www.vicserv.org.au

IMPLEMENTING STRATEGIC CHANGE

A Professional Development Program

For CEO's, Senior Managers & Managers

This exciting initiative is offered in partnership with Cogdell Consulting Asia Pacific as a result of the identification of a need in the Psychiatric Disability Rehabilitation Services and other community sectors for the development of a management training program that is focused on **implementing strategic change**.

Program Overview

The **Implementing Strategic Change Program** is held over two days and covers the following topic areas:

Day 1: Strategic Change Management including:

- Strategic Change Approaches: Kotter, Weisbord, Jacobs and others
- The **Key Success Factors** of implementing strategic change
 - Leadership Commitment: Developing a guiding coalition
 - Future Focus: Developing a clear vision
 - Challenging Results: Engendering a sense of urgency
 - Involving Others: Developing an executable strategy
 - Developing Capacity: Developing implementation capability
 - Energising Others: Getting engagement of people
 - Creating Continuity: Developing robust feedback mechanisms

Day 2: Personal Transition Management including:

- The Bridges model for managing personal change
- Managing denial
- Managing confusion
- Managing renewal
- Cultural and structural issues
- Managing self during change
- Managing continuous change

Learning Framework

The learning framework includes the use of case studies, syndicate work, presentations and role plays to reinforce the learning. Each participant would be encouraged to find a back at work application that they could use as a project learning activity. **Enrolments are limited to a maximum of 14 participants to maximise the interactive learning approach that is used.**

Program Facilitator



The program facilitator is Ian Cogdell who has had extensive hands on experience in managing strategic change and was the former Director of the Strategic Change Management Program at Mt Eliza Centre for Executive Education, Melbourne Business School. Ian is the Program Director of the successful VICSERV Visionary Leader Program and has a good understanding of the community support sector.

Facilitator Review

“Ian is an excellent presenter, knowledgeable, relevant and has a good ability to make the connections relevant to the sector and the political climate: CEO PDRS Sector”

“Great learning environment – enabled participants to learn from each other – often best when there were marked differences in background and experience: Senior Manager Health Sector”

“Excellent. Some of the ‘off the cuff’ comments were as useful and illuminating as the written text. Examples were very good and relevant: Team Leader Community Health Sector”

“Ian was very good in challenging our ideas and playing “devil’s advocate”. I believe this was instrumental in encouraging participants to explore further their views and strategies: Manager PDRS sector”

Registration Details & Course Fees


Trainer: Ian Cogdell, Director, Cogdell Asia Pacific Consulting
Date(s) & time(s) Monday 29 & Tuesday 30 September from 9.15am – 4.30pm
Location: VICSERV, Level 2, 22 Horne Street, Elsternwick
Cost: VICSERV, VAADA & CHP Member Rate \$880.00 including GST, Lunch & Course Materials

Special VICSERV Member Rate for 2 Registrations \$1,650.00 including GST, Lunch & Course Materials

Non Member Rate \$968.00 including GST, Lunch & Course Materials

Special Non Member Rate for 2 Registrations \$1,815.00 including GST, Lunch & Course Materials

PROGRAM REGISTRATION FORM

	<p>Please fax this registration form to (03) 9519 7022, OR mail to Psychiatric Disability Services of Victoria – VICSERV PO Box 1117, Elsternwick 3185 OR email: training@vicserv.org.au</p>		
Name (please print):			
Name (please print):			
Course & Code:	Implementing Strategic Change T829A		
Date(s) & time:	Monday 29 & Tuesday 30 September from 9.15am – 4.30pm		
Location:	VICSERV, Level 2, 22 Horne Street, Elsternwick		
Cost (please tick box):	VICSERV Member Rate \$880.00 inc GST		<input type="checkbox"/>
	Special VICSERV Member Rate for Two Registrations \$1,650.00 inc GST		<input type="checkbox"/>
	Non Member Rate \$968.00 inc GST		<input type="checkbox"/>
	Special Non Member Rate for Two Registrations \$1,815.00 inc GST		<input type="checkbox"/>
Organisation:			
Invoice Address:			
Suburb:		Postcode:	
Tel:			
Fax:			
Email:			
Confirmation Address (if different from Invoice Address):			
Suburb:		Postcode:	