Course Synopsis:
Change & the Learning Organisation

It is becomingly increasingly difficult to ignore the effects of globalisation both at a personal level and at any organisational level. In order to succeed in this age of increased global interaction and competition, developing a healthy attitude towards change is essential.

Change and the Learning Organisation has been designed to help participants understand the nature and sources of organisational change, proactively engage with change drivers, and promote success with change initiatives. This course encourages participants to recognise the relationship of their organisation to the external environment, develop their analytical and communication skills, and plan for their organisation's continuous development. As we work through this course, we will focus particularly on tools and frameworks which will enable the organisation to keep pace with (or surpass) rapid environmental change.

This course covers all of the overarching concepts involved with Change Management, and presents an end-to-end methodology for addressing change scenarios. In applying this methodology, we will pay attention both to the logical and practical aspects on one side, and the political and communication-related aspects of rolling out solutions on the other. Upon successful completion of this course, participants will be able to:

- Describe and distinguish the classic types of organisational change;
- Identify and analyse a wide range of change drivers from the external environment;
- Explain classic models for identifying and managing change;
- Avoid typical failure-paths, which derail change initiatives;
- Effectively formulate and communicate a vision for change;
- Establish a sense of urgency with stakeholders;
- Promote change through empowering others and maintaining momentum;
- Understand how to anchor the change within organisational culture; and
- Help develop their own learning organisation.

The target audience for this course is two-fold: it has been designed to meet the needs of graduates, and other high-potential employees who may be looking to maximise their contribution in creative problem solving and innovation.

Please note that this course is often preceded by participants completing a Myers-Briggs Personality Type Assessment, followed by a debriefing workshop to understand the results, and their significance.

Course duration: 1 day

(may be scaled up to 2 days, through the inclusion of additional context-specific skills development activities)

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Hybrid Learning Delivery Format

In 2020, TechKnowledgey® rolled out our Hybrid Learning Format for all Short Courses – as an alternative to the face-to-face delivery model.

The Hybrid Learning Format:

- covers the full syllabus of the face-to-face Short Course;
- offers the same volume of learning; and
- continues to deliver the same number of Continuing Professional Development (CPD) points.

Additional benefits of the Hybrid Delivery Format are that it:

- accounts for ongoing uncertainty around access to physical workplaces, and numbers allowed to congregate; and
- minimises impacts on production time, flowing from staff training commitments.

The **Delivery Structure** is as follows:

Module	Description	Timing
1: Pre-Work	Self-paced work, completed on TechKnowledgey's Learning Management System (LMS). This Pre-Work is extremely valuable for your learning – and to prepare you to engage to the fullest in the Live Training Session. The Pre-Work will introduce you to the core tools and concepts used within this knowledge domain. All Pre-Work is activity-based, and directed towards practical knowledge acquisition.	Study Time: approx. 2 hrs Released prior to Live Session.
2 Live Training Session	The Live Session is delivered synchronously, via video-conferencing. You will work and learn with fellow participants, who may be located in many diverse locations. The Live Session is structured around small-group activities, and focuses on real-world skills development.	Duration: 1.5 hrs Scheduled to suit your time zone.
3: Post-Work	The Post-Work is a key component in consolidating your learning. It consists of small-group work completed on TechKnowledgey's® LMS. Your reference & Post-Work resources (plus submission points for finalised tasks) are hosted on the LMS. Our assessors will review your submissions, and provide feedback for your ongoing skills development.	Study Time: approx. 2 hrs To be completed within 1 week following Live Training Session.

TechKnowledgey® provides ongoing learning support to participants via LMS, for 1 week following completion of Post-Work.

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