In Professional® Development

Leading Culture Change Programme
- CMI Level 7

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Duration

Three teaching days

Validating Body

CMI

Overview

The Leading Culture Change Programme is designed to help senior business leaders understand the importance of culture in their organisations and provide them with the tools and strategies they need to effect positive culture change. The programme will focus on developing a deep understanding of the current culture that exists within an organisation, aligning culture with organisational objectives, and developing and executing a plan to deliver effective change.

The course will equip senior business leaders with the skills and knowledge they need to lead culture change in their organisations. Participants will build a deeper understanding of the importance of culture to deliver organisational goals, improve performance and create more inclusive work environments to build a more engaged and productive workforce.

This is a highly interactive programme which will focus on the practical application of organisational change-based theories for real-world impact. Learners will feel empowered to return to their organisations with a structured plan to deliver change and the confidence to apply and communicate strategies for success.

Who is this course for

Designed for those with a minimum 3 years senior management/leadership experience including managers, senior leaders, department heads, project managers, business owners, Board Members, CEOs and trustees.

Please note that some of the materials and objectives may be subject to change depending on discussions, activities and needs of the cohort upon reflection of delegate responses to the pre-programme questionnaires.

Learning Outcomes

On successful completion of the course, participants will have learned how to:

These learning outcomes will equip participants with the knowledge, skills, and strategies they need to successfully deliver culture change within their organizations and drive positive organisational transformation.

- Understand the role and impact of culture in driving organisational success.
- Identify the current culture within your own organisation and assess its strengths and weaknesses and alignment to organisational objectives.
- Analyse internal and external factors that drive the need for culture change.
- Define and articulate a clear vision for culture change.
- Develop a contextualised and comprehensive culture change strategy aligned to business goals and strategies.
- Examine evidence-based insights into how culture change can impact individuals, teams, and organisations.
- Develop effective communication strategies to engage stakeholders and deliver culture change within the organisation.
- Identify, manage and overcome resistance to change and build buy-in among stakeholders.
- Set realistic goals and objectives for culture change initiatives.
- Identify key drivers and levers for successful culture change.
- Empower leaders and managers to act as change agents and drive culture change.
- Learn techniques to sustain culture change and embed new behaviours into the organisation.
- Celebrate successes and recognize cultural champions within the organisation.
- Evaluate and mitigate risks associated with change implementation.
- Understand the importance of continuous improvement and adaptation in sustaining culture change.

2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated it's 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.

We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting here.

Qualification

CMI Level 7 Award in Strategic Management and Leadership Practice

Following completion of the **Leading Culture Change Programme**, learners can opt to continue their studies by completing a **CMI Level 7 Award in Strategic Management and Leadership Practice**. This qualification is designed for practising middle managers and leaders at operations, division, departmental or specialist level, who are typically accountable to a senior manager or business owner.

Learners are required to complete one 4,000-4,500 word written assignment. Units to be completed include:

- 705: Leading Strategic Change

Benefits of completing the qualification include:

For learners:

- Enables learners to develop the professionalism to deliver impact and behave ethically.
- Enables learners to understand the scope, context and complexity of leading strategic change.
- Provides the opportunity to demonstrate a commitment to continual learning and development.
- Accredited management and leadership qualification and certificate on completion.

For organisations:

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy.
- Provides skills and behaviours to drive core business activities.
- Optimises an organisation's ability to remain competitive, react to the needs and expectations of stakeholders and respond to changing national and international markets.

Learners also receive:

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our CMI FAQs to find out more about how the qualification works.

Agenda

Session One: Understanding culture and Creating a Culture Change Strategy and Action Plan

Key themes include:

- The central role culture plays in delivering organisational success
- Exploring the benefits and challenges of culture change
- Exploring the impact of organizational culture on performance and success (Schein's Three Levels of Culture).
- Analysing internal and external drivers of change in today's changing business landscape.
- Denison Organizational Culture Model: Analysing the dimensions of culture (mission, adaptability, involvement, and consistency) to assess strengths and areas for improvement.
- Case studies of successful culture change initiatives
- Defining the vision and goal of culture change within the organisation
- Defining core values and behaviours aligned with the desired culture
- Developing a comprehensive culture change plan, setting realistic goals and objectives.
- Identifying key drivers and aligning culture change with business strategies and goals
- Defining metrics and measures to track progress

Session Two: Leading, Implementing and Engaging the Organisation in Culture Change

Key themes include:

- Building a culture change team and assigning roles and responsibilities
- Communicating the culture change vision and plan throughout the organisation
- Understanding Emotional Intelligence
- Engaging employees at all levels and Empowering leaders and managers to act as change agents
- Managing resistance and addressing challenges during culture change
- Kotter 8-steps of change updated to include recent organisational research
- Transformational Vs Transactional leadership
- The Change Curve, grief, loss and trauma, and the relationship to change.
- Identifying, mitigating and managing risks and overcoming obstacles during culture change process.

Agenda

Session Three: Sustaining Culture Change and Delivery your Culture Change Strategy

Key these include:

- Reinforcing the desired culture through systems and processes
- Embedding new behaviours and practices into daily operations
- Creating accountability mechanisms for culture change
- Celebrating successes and recognising cultural champions
- Developing strategies for continuous improvement and adaptation
- Dealing with wicked problems and decision making
- Managing risk using the Rasmussen risk management concept
- Communicating change to stakeholders
- Presenting your strategic change plan

By exploring well-known models and theories such as Schein's Three Levels of Culture, Kotter's 8-Step Change Model, Denison Organizational Culture Model, and others, this course ensures that participants have a strong theoretical foundation and practical tools to effectively lead culture change initiatives within their organisations.

Tutors

Stephanie Corking

Stephanie is an experienced learning and development facilitator with over 20 years' experience working in the people development field for major brands and retailers. She is passionate about helping people learn and grow, and she is known for her ability to create engaging and interactive training experiences.

Stephanie has designed and delivered tailor-made training programs for major clients in a variety of industries, including retail, construction, public sector, finance, manufacturing and pharmaceuticals. Programs resulted in measurable and tangible benefits to the business, such as increased productivity, improved customer satisfaction, and reduced costs. She has also worked across talent, performance and learning, using psychometric assessment tools that identified the current and future capability needs which were impacting on business performance, and developed solutions to address these.

Throughout her career, Stephanie managed several large organisational and cultural change programmes, ensuring the businesses she works with are fit for purpose and have a highly skilled and engaged workforce. She has a proven track record of training and coaching managers to explore specific issues, individual or organisational difficulties, and co-creating appropriate strategies to improve their leadership style and management performance. This has resulted in improved employee morale, increased productivity, and reduced turnover of senior management.

Stephanie's passion is identifying strengths and working with clients to enhance what they are already good at as well as overcoming obstacles to improve relationships at work, thus improving communication styles and leadership behaviours.