Workshop Overview

"Human Resources Management – Change Management Workshop"

SSR-I1-W-20

RACVIAC - Centre for Security Cooperation, Rakitje, Stari hrast 53, HR-10437 Bestovje, Republic of Croatia
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Dates 23-25 March 2020

Venue RACVIAC facilities at the "Vitez Damir Martić" military barracks
Stari hrast 53, Rakitje, 10437 Bestovje, Zagreb, Republic of Croatia

Background Changes are the only constant thing in the world we live in. This was always true, but nowadays changes are happening quicker than ever, and we need to be able to follow and adapt. We live in the VUCA (Volatile, Uncertain, Complex and Ambiguous) world and we need to build resilience and skills to make our work and life easier in that kind of environment.

Today, change management is a very important discipline and skill in any organization, particularly for people in management roles. Changes we go through in organizations are different – to name just a few, sometimes it is about adapting to new rules and regulations, sometimes it is about innovating what we do and how we do it, and very often it is about structural and organizational changes. And, as much as we are aware that changes are inevitable and often needed very much, change processes are still quite demanding, can last very long and inevitably push us out of our comfort zone. Human resistance to change processes is a normal reaction but for leaders it is important to know how to best handle change and how to lead their team through it as painlessly as possible.

Purpose and Objectives The 2-day Workshop will be focused on clarifying the inevitable nature of change processes and what can be done to better enable changes and deal with them. In order to understand the change reactions and how to manage them, we will look into the importance of emotional intelligence and into communication as a critical skill to manage and drive changes. The objectives of the Workshop are to:

• Introduce leaders to key things to keep in mind when changes are happening in their environment.

• Build leadership skills in dealing with human motivation and behaviour during the process of change – regardless of whether the leader is the initiator of the change or the change has a wider scope and is perhaps being “pushed” by someone else.

• Provide a useful and practical framework for understanding the role of the leader in the change process, and tools to design and manage change processes.
**Participation** The target audience is middle and senior level management working in any organization. The maximum number of participants is limited to 20. This limitation has been determined in accordance with the applied Workshop organization and methodology. Individual participation quotas will be established via the Workshop Invitation Letter. Selection and nomination of participants should be based on the current or future duty-related criteria exclusively.

**Methodology** The Workshop is going to be executed in cooperation with the Human Resources Development Consulting Company “FLAME Consulting d.o.o.”. The first training day will focus on the introduction and understanding of key concepts and tools, using presentations, videos, case studies, participatory approach and interactive group activities to support learning. Emphasis will be put on understanding the nature of change and introduction of tools for designing the change process. The second day will use an interactive approach and presentations to introduce ways of managing a team through the change.

The working language is English. **It is essential that the nominated participants have the required level of English language proficiency** in order to participate actively in the Workshop.

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