

Empowerment and change-agent behavioral skills

Course objectives:

- Communicating how change is beneficial for both the organization and employees
- Listening to the involved team members and employees to gain feedback and incorporate it in the implementation process
- Understanding employees' reactions to change and reducing resistance to change
- Actively engaging with employees by conducting change management exercises.
- Encouraging and supporting employees to become change champions and promote it
- Identifying and leading other change agents and change consultants to success
- Providing feedback on challenges facing the change management lead

Course Outline:

- CO-CREATING AN EMPOWERING RELATIONSHIP
- Introduction to empowerment contexts facilitated by communication tools and strategies.
- Introduction to the empowering managerial attitude and posture (dialogue versus discussion) and its relevance for effective leaders and managers.
- Definition of the work groups (manager, employee, observer), operating process.
- Creating an empowering relationship and environment to allow for emerging solutions
- when
- Hiring
- Negotiating goals
- Designing presenting projects
- Evaluating personnel
- Mentoring
- Problem-solving

Prince Faisal Road, Al Dana Tower, Office 102
First Floor, Khobar, Kingdom of Saudi Arabia

920022128 +966 13 815 09 99

info@somutraining.com

مركز سمو العالمية للتدريب
SOMU International Training Center



المؤسسة العامة للتدريب التقني والمهني
Technical and Vocational Training Corporation
Certificate No. 224576305341812

- Each leader or manager will set personal goals to implement the newly acquired skills
- within their professional environment in specific situations, with deadlines in order to
- measure their powerful impact.
- Definition of "target" situations and people to practice skills on the job.
- Targeting managerial and other communication situations where the use of management
- tools could prove useful or effective (evaluation, goal-setting, meetings, etc.)
- Personal follow up dates and reality checking.
- Revisit of the on-the-job work and experimenting implemented between the sessions
- Revisiting the "empowerment" context facilitated by communication skills and strategies.
- The art of asking the right kind of questions at the right time is a key managerial technique
- to facilitate responsible empowered delegation.