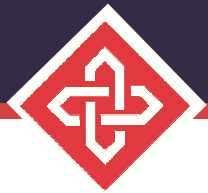


# EXECUTIVE EDUCATION



*"It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change." Charles Darwin*

This well known philosophy can be applied to the corporate world in which you operate. Whether you like it or not, change is all around us; an unstoppable force that can either be harnessed to your advantage or ignored at your peril.

Changes within our macro and micro environment, such as new government policies, changes in customer demand, and advances in technology and the economy at large, provide constant challenges to which business leaders must respond.

Change happens; but it is how you manage this change which will determine your success...



**Apply Now!**

Places on this course are limited, so please apply early to avoid disappointment. Please complete and return our application form as soon as possible.

## Leading Change

*...how to improve your processes and support your staff for a more flourishing future*

**2 day "Leading Change Overview"**  
10th & 11th November 2009

**3 day Workshop: Understanding & Managing Change**  
with optional assessment for the APM Group Change Management certification.  
01st & 02nd December 2009

Both courses integrate a 'hard', systems-oriented approach to organisational change with the 'softer', more people-focused aspects of change.

They will explore a *Change Management Framework* which considers operational and process improvement considerations in conjunction with methods for motivating and supporting your staff. The aim: to help you implement the organisational and cultural changes your business needs to survive and prosper. Further details on each course are given overleaf.



Isle of Man

**International Business School**

Scoll Dellel Eddyrahoonagh Vannin

# Leading Change

## 2 Day Leading Change Overview (LC1)

210 & 11 Nov 09

This Workshop will provide an overview for individuals from organisations that are likely to be involved in managing a business change over a given time period.

The workshop will cover the following key areas;

### **The need to change**

#### **Organisational change**

- Change management framework
- Stakeholder management

#### **Role of teams during the change**

- Team adaptation to organizational change

#### **Role of individuals during the change**

- Managing change in self and other
- Learning the process of change

#### **Role of leaders during the change**

- Leaders role in the change process
- Different leadership for different phases of change

### Course Fees

Per delegate: £790  
inc. attendance, lunches,  
refreshments and handouts

## 3 Day Workshop—Understanding and Managing Change (LC2)

(With optional assessment for the APM Group Change Management Certification.)

01 & 02 Dec 09

This workshop will provide a more in depth understanding of change management for individuals and team leaders involved in managing change. Participants need to have completed the 2 day Leading Change Overview before this workshop.

The outline content is as follows:

- **Organisational Change Workshop**

The key metaphors of organisational change

Assumptions about how organisations work and how change happens

Critical evaluation of different models of organisational change

- **Leadership and Change Workshop**

The relationship between leadership style and change

Different leadership styles and the effects of those styles

Leadership roles in the change process

- **Team Change Workshop**

Types of team and the importance of teams during change  
How teams change and develop and how to improve team effectiveness

The impact of team change on organizational change

- **Individual Change Workshop**

What happens when people experience change and factors that affect people's response to change

How personality affects a relationship with change

How and why people resist change and how to assist others through change

- **Assessment**

1 hour multiple choice exam to pass and receive APM Change Management Certification

This is a 3-day course that will take place at the Isle of Man International Business School from 9.30am to 4.30pm. Delivery will be via PowerPoint, group discussion, case studies and group exercises. **An additional £150 plus VAT** examination fee is payable to AMP Group to administer the exam and certificate.

## Course Fees

Per delegate: **£1,185**  
inc. attendance, lunches,  
refreshments and handouts



## Course Leaders



**Peter Ginty** is a Senior Lecturer in Strategic Management and Operations Management at the Isle of Man International Business School. He established and heads up IBS Consulting and delivers our range of Business Improvement Workshops. He is also a member of our Strategic Management Team.

Peter has over 15 years consulting experience, managing business transformation programmes for multi-national clients in Europe and the USA. He established the USA operation of a UK Consulting Practice in 1994 and spent 8 years in America consulting with organisations such as Microsoft, Dell and Pfizer.

Peter has BSc in Manufacturing Engineering and an MBA from Manchester Business School.



**Caroline Bull** has recently come to live on the Isle of Man and is an expert in economic, business and strategy development.

She has worked at director level in financial services in London and in media and economic development worldwide. Her most recent roles have been Managing Director of Business Link Thames Valley, Director of Enterprise and Innovation for the South West of England Regional Development Agency and Chief Executive of Oxford City Council.

Caroline is an Associate of the Isle of Man International Business School and of the Oxford Total Learning Group (as an executive coach), as well as a Governor of Bath Spa University. She has a BSc in Psychology from Bristol University, an MBA from City University Business School and is a Fellow of the Institution of Economic Development.

# Application Form

## EXECUTIVE EDUCATION



### 1. The Course—Leading Change

LC1 LC2

(circle as appropriate—you can use this form to sign up for both)

### 2. Personal and Contact Details

Title \_\_\_\_\_ Full Name \_\_\_\_\_

Male  Female Date of Birth \_\_\_\_\_

Job Title \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Postcode \_\_\_\_\_

Daytime Telephone \_\_\_\_\_

Email \_\_\_\_\_

### 3. Why do you wish to attend this course?

Please include details of any specific challenge or development need that you hope to address during this course.

### 4. Please give brief details of your current role:

### 5. Emergency Contact(s)

Name(s) \_\_\_\_\_

Relationship to You \_\_\_\_\_

Telephone(s) \_\_\_\_\_

### Data Protection

The Isle of Man International Business School is registered as a Data Controller with the office of the Isle of Man Data Protection Registrar, as required under the Data Protection Act 2002. We will only process data in accordance with this Act for the purposes notified to the Supervisor.

Please complete this Application Form clearly in **BLOCK CAPITALS**.

### 6. Training and Development Contact

Please provide details of the primary person responsible for Training and Development in your organisation.

Title \_\_\_\_\_ Full Name \_\_\_\_\_

Job Title \_\_\_\_\_

Daytime Telephone \_\_\_\_\_

Email \_\_\_\_\_

### 7. Payment Details

Your Source(s) of Funding:

Self  Employer  Other \_\_\_\_\_

Invoicing Details (if different to your address in Section 2)

Title \_\_\_\_\_ Full Name \_\_\_\_\_

Job Title \_\_\_\_\_

Organisation \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_ Reference \_\_\_\_\_

### 8. Special Needs or Support

Please tick and provide further details as appropriate

- None
- Dietary restrictions
- Medical conditions eg. allergies, epilepsy, diabetes
- Learning needs eg. dyslexia
- Physical disabilities
- Other Please provide details:

### 9. Declaration

I declare that the information given on this form is correct. I agree to abide by the rules and regulations of the Isle of Man International Business School.

Applicant's Signature \_\_\_\_\_

Date \_\_\_\_\_



Isle of Man

**International Business School**

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Please return completed forms to:

Enquiries and Admissions Team, Isle of Man International Business School,

The Nunnery, Old Castletown Road, Douglas, Isle of Man, IM2 1QB

T: +44 (0)1624 693709 F: +44 (0)1624 665095 E: enquiries@ibs.ac.im www.ibs.ac.im