



"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...



Leading Change

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

NEW! Four day course

23/24 June and 8/9 July 2008

REGISTER YOUR INTEREST NOW!

This course integrates a 'hard', systems-oriented approach to organisational change with the 'softer', more people-focused aspects of change.

It 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.



Isle of Man

International Business School

Scoll Dellar Eddyrahoonagh Vannin

Leading Change

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.

For more information about this course, or Executive Education in general at The IBS, please contact Cheryl Reeday on:

T: +44 01624 693709

E: c.reeday@ibs.ac.im

www.ibs.ac.im

Course Content

This is a four-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.

- ◆ Introduction to Structural and Cultural Change
- ◆ Change Management Framework
 - Sharing a compelling vision of success
 - leadership approaches to creating a vision
 - the impact of vision on individuals
 - developing self-supporting teams
 - lessons learned from past changes
 - Creating the case for change
 - stakeholder analysis
 - team contributions and commitment
 - Generating the Game Plan
 - process improvement
 - involving people in planning
 - identifying Champions for Change
 - developing skills in teams
 - Managing people through transitions
 - project management
 - communication and support
 - Sustaining momentum
 - communication
 - coaching
 - self-directing teams
- ◆ Individual Action Plans
- ◆ Summary and Key Lessons

Course Fees

Per delegate: **£1,580**
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, 23/23 June and 8/9 July 2008

How did you learn about this course? _____

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