



John Kotter
**CHANGE LEADERSHIP
& MANAGEMENT**



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ABOUT JOHN KOTTER

Highly regarded as the world-renowned expert on change leadership and management, Dr. John Kotter is a best-selling author, award-winning business and management thought leader, entrepreneur and Harvard Professor.

Shaping people and helping organisations overcome complex change barriers, Dr. John Kotter laid the foundations for *Leading Change*, based on decades of groundbreaking real-world research and studies across hundreds of organisations. His empirical research revealed eight common elements that are universally present across all successful transformations. The Kotter 8-Step Process was developed, followed by the inception of Kotter International to translate the research to positive impact. Kotter International expertly guides and converts the energy of your greatest asset - people - into action, momentum and results.

Through his vision of "millions leading, billions benefiting", Dr. John Kotter has inspired thousands to adopt his methods, and his books have reached millions, printed in over 150 foreign language editions. NTUC LearningHub is proud to be a partner of Kotter International in Singapore. Bringing timeless principles of change leadership and management programmes to all professionals, we offer Kotter's signature programmes such as Buy-In and Change Essentials.

Amplify Potential.
Inspire A Movement.
Lead Complex Change.

John Kotter

CHANGE ESSENTIALS PROGRAMME | 8 HRS

 SGD 642*  UTAP Funding Available

Today we expect leaders at all levels to deliver results under conditions of increasing change and uncertainty. However, many feel unprepared and ill-equipped to lead change. In this programme, you first learn the components of Dr. Kotter's 8 Steps for Successful Change and four Critical Leadership Principles that must be in place to ensure successful change. Second, you explore and practise how to get and keep people on board and supporting change: you learn the definition of true urgency and how to build and maintain it in your own context.

LEARNING OUTCOMES:

- > Explain the 8 Steps for Successful Change and related core leadership principles
- > Apply core principles of effective change to your own situation and identify ways to enhance its success
- > Recognise the behaviours that occur when people are on board, bought in and actively supporting a change
- > More effectively engage others in change by addressing their diverse needs
- > Apply tactics to increase urgency and active support for a change
- > You will leave with tips, tools, and a plan to build success for your change

BUY-IN PROGRAMME | 8 HRS

 SGD 642*  UTAP Funding Available

Getting support for your ideas can be difficult in an organisation when natural obstacles exist in the structure or culture. You want to advance an initiative for the betterment of your company but know that you must first lower peoples' intentional or unintentional resistance to new concepts. Backing from others is essential. The method for gaining buy-in taught in this programme is counterintuitive. You learn the advantages of walking into the fray, showing respect for all, and applying well prepared tactics to build the support – even advocacy – necessary to launch and deliver on your innovation.

LEARNING OUTCOMES:

- > Apply leadership competencies in influence, communication, collaboration, strategic thinking and decision making
- > Evaluate how much buy-in has already been achieved, how much more is needed and from whom for their initiatives
- > Create a step-by-step plan for advancing initiatives through building the necessary support
- > Apply tactics to increase buy-in and active support for their initiatives
- > Gain the experience needed to apply this blueprint to advancing future ideas or initiatives
- > Participants leave with tips, tools, and a plan to build success for their initiatives

*Prices are inclusive of GST. Programmes are delivered by local trainers accredited by Kotter International.