

# Online Masterclass: Change tools

Managers in organisations today are almost constantly bringing about some kind of change – whether to people, systems, cultures, ways of working or processes.

That's hard and complex work. This MBA Masterclass introduces practical and proven tools for addressing a variety of change activities. Situated against a backdrop of the challenges organisations face today, this Masterclass will enable you to understand change issues and select appropriate tools for managing and contributing to change.

By the end of this Masterclass, you will be able to:

1. Distinguish between the fundamental change theories and tools for application to (a part of) your organisation.
2. Create a basic change management plan that considers different types of change, identifies key change roles, and sets realistic expectations and achievable goals for your organisation.
3. Select and apply a range of change tools based on an understanding of a situation, and the role and purpose of each tool.
4. Create a basic communications plan that raises organisational change awareness through effective use of channels and messaging to stakeholders.

This Masterclass is open to all and costs \$1,800 (inc GST, no FEE-HELP) in 2020. Two masterclasses can be stacked together to earn one credit point (as an elective unit) for a Deakin MBA.

[deakin.edu.au/mba-masterclasses](https://deakin.edu.au/mba-masterclasses)





### Presenter: Gilbert Kruidenier

Gilbert Kruidenier runs his own consultancy and prefers to work on complex change problems. He builds capability and mindsets for change and communication that futureproof people and organisations. He believes that change is not hard, but hard work that matters.

### Completion requirements:

Students must attend all four online Masterclass sessions

Prepare a report (2,500 words) on:

- a specific change project in your/selected workplace
- a selection of relevant and appropriate tools for your change
- a roadmap with time frame for your change.

There will be some pre-reading required prior to the first online Master-class session, and some work to be completed between the Masterclass sessions. The assessment piece will be due four weeks after the last online Masterclass session.



### Webinar one



Change context and the factors that influence change:

- the nature and type of change today
- models and theory in practice.

## Webinar two



Basic change tools:

- readiness assessment
- forcefield analysis
- impact assessment
- stakeholder mapping.

## Webinar three



Advanced change tools:

- operating system canvas
- strategic change canvas
- kubler-ross curve
- change plan and communications template.

## Webinar four



Organisational context:

- change leader assessment
- denison framework
- values and ethics.