



Organizational Capability Transformation through Initiative Management



Managing Change in the Real Estate Environment

In today's dynamic environment, forward-looking organisations are rapidly adapting to changes in their environment in order to keep pace with the growing competition, shifting customers demand, advances in technology, improvements in processes, new legislations and more. If an organisation cannot lead and manage the change successfully, the impact can be detrimental.

In the real estate environment, innovations and changes are increasingly necessary for organisations in the sectors to stay ahead. Before undertaking any change initiative, it is imperative to understand the needs of the key stakeholders of organisation. A well thought-out strategy to implement the initiative is critical to the success the organization to adopt innovations and changes for transformation. You need to consider the following crucial questions:

- ❖ Who are the stakeholders affected by the change?
- ❖ Why is the change important to the stakeholders?
- ❖ What expectations do they have for the change?
- ❖ How can you increase the commitment of the people to support the change?
- ❖ What can do to prepare them for the change and adopt the change successfully?

This foundational course will address these questions through the proven Adaptive Path Framework and change facilitation techniques. It is designed to help participants understand the need to manage change and assess organization readiness to change, and facilitate the change to achieve adoption so that change programmes and initiatives get adopted successfully.

Who Should Attend

For executive management, project management, HR practitioners and anyone who is responsible for implementing, guiding and managing change. The course will help to develop their skills and knowledge in getting people to accept, adopt and sustain change successfully.

“When the rate of change outside exceeds the rate of change inside, the end is in sight”

- Jack Welch, GE



New Course in 2014!

Managing Change in the Real Estate Environment

CONTACT PERSON PARTICULARS

Company Name: (For billing purposes)		Tel:	
Name:		Fax:	
Designation:		Email:	
Company Stamp:			

PARTICIPANT PARTICULARS

	Participant 1	Participant 2	Participant 3
Name			
Designation			
Email			
Contact No.			
Prior Real Estate Training/Qualification	Yes / No	Yes / No	Yes / No

PAYMENT DETAILS

REDAS Members / Organizations sending 2 or more delegates \$1,070

Non-Members \$1,391

No. of Participant (s) =

**All fees inclusive of 7% GST, breakfasts, networking lunches and course materials.
No refunds or cancellation after the issuance of Confirmation Letter and "no shows".

**Closing date: 17 September 2014*

Enclosed Crossed Cheque No.

Cheque should be made payable to: **REDAS**
 190 Clemenceau Avenue
 #07-01 Singapore Shopping Centre
 Singapore 239924

Day 1 – Monday, 22 September 2014

Time	Module
08:30 – 09:00	Registration & Breakfast*
09:00 – 09:30	Introduction <ul style="list-style-type: none"> • Challenges of the 21st century and the real estate sector • Defining organizational change • Change resistance and readiness • Key benefits of change facilitation
10:00 – 10:30	Tea Break
10:30 – 12:00	Assessing Readiness for Change <ul style="list-style-type: none"> • Understand the key principles and framework for facilitation change • Identify and handle stakeholder concerns effectively • Conduct assessment to gauge the readiness for change
12:00 – 13:00	Networking Lunch*
13:00 – 15:00	Mapping People-centric Change <ul style="list-style-type: none"> • Contents of a Change Adoption Plan • Steps in planning for change • Preparing for change • Understanding and enabling the change
15:00 – 15:30	Tea Break
15:30 – 17:30	Creating Awareness for Change <ul style="list-style-type: none"> • Managing communications • Communicating during change • Change communication principles • Selecting channels for delivery
17:30	End of Day 1 Training

*Note: Breakfast and Networking Lunch are provided.

Day 2 – Tuesday, 23 September 2014

Time	Module
08:30 – 09:00	<i>Review of Day 1's Lessons</i>
09:00 – 09:30	<i>Developing Acceptance for Change</i> <ul style="list-style-type: none"> • Developing commitments and consensus • Key methods for building commitments • Feedback, focus groups and road shows
10:00 – 10:30	Tea Break
10:30 – 12:00	<i>Developing Acceptance for Change (Cont'd)</i>
12:00 – 13:00	Networking Lunch*
13:00 – 15:00	<i>Facilitating Adoption for Change</i> <ul style="list-style-type: none"> • Managing adoption • Ensuring transfer of learning • Developing performance support • Aligning incentives and rewards
15:00 – 15:30	Tea Break
15:30 – 17:30	<i>Formulating a Change Adoption Plan</i> <ul style="list-style-type: none"> • Identifying the strategy for managing change and adoption • Integrating the Change Adoption Plan with the project implementation plan
17:30	<i>Presentation of Certificate & End of Day 2 Training</i>

*Note: Breakfast and Networking Lunch are provided.