

Based in UK, Spain and Middle East, SCT unleashes your potential for smarter results. Biographies of all our trainers their experience, locations and languages and so much more can be found on the website: [www.smartcoachingtraining.com](http://www.smartcoachingtraining.com).



KHDA/Actvet Certified

## Organisational Development and Change Management post COVID-19

**Due to COVID traditional step by step ways of working were replaced by instant and constant change due to new requirements requiring immediate implementation. Many rules were broken, now the old guard is fighting back so what are the new ways of working after Coronavirus?**

Smart Coaching & Training is offering this three day public course delivered by SCT's experienced trainers. Can be delivered in person or remotely.



Poster in Kuala Lumpur – even Grandma has to change faster – by David Rigby

What is an organisation when it is disorganised? Understanding what it is trying to achieve and putting the structure to achieve it crucial to success. Who does what, who reports to whom? How recognise success at both corporate level and at individual level is paramount. The teams/departments' personnel skills and personalities needs to be balanced. What they are responsible for and how they communicate needs to be organised.

Telling someone 'now we do it this way' can guarantee failure. While deciding what to change to crucial, the implementation of change is the area most difficult and often disregarded. A change for an individual is an emotional rollercoaster. Recognising that energy and using it is the best way to achieve change. 90% of change programmes fail. But there are many ways techniques to help success.

Faced with the existential threat of the COVID-19 pandemic, organisations have been forced, almost universally, into programmes of rapid and radical transformation. In many cases, this has caused a significant rethink in how work should be carried out. The need for rapid reorganisation and change has forced a change in the process of change. The checks and balances and rigour previously applied have had to be severely reduced because of severely reduced timescales. The pressures of being constantly on Zoom, constantly wearing masks, working from home without physical contact or being on the frontline has affected the health and well-being of staff. And so there is a shift in the role of interests and values from the periphery to a more central position.

This course provides attendees with the understanding of the benefits, but also the challenges, of working in global and diverse teams and environments with the added complexity of remote virtual teams; it is essential learning for all.

### What you will learn

- ✓ What is Organisational Development
- ✓ Vision, performance, and strategy planning
- ✓ Building an Organisation
- ✓ Building a Team
- ✓ Criteria for constructing an organisation or team
- ✓ Diversity in Teams
- ✓ Evaluating, monitoring and controlling delivery.
- ✓ Communicating in teams
- ✓ Productivity and change
- ✓ Improving Productivity using Re-engineering

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### Your Trainers



Eva Viedma has been dedicated to supporting people and organisations, providing transformative experiences for the development of talent and human competencies of leaders and their teams.

Simon Grayson has over 15 years' experience of delivering tailored interventions to develop winning mindsets and increase ability, enabling people to surpass targets. He delivers real business improvement through the development of people.

*I liked the mixture of psychological insights combined with good common sense and tools from Eva that I was really able to use in the business. Barcelona*

*The job you've done in preparing us mentally was excellent. Caribbean*

*He brought techniques and skills that I hadn't considered. UK*

*It's great to feel your energy and to know the myriad talents you use to develop people. Inspiring!! Coach Barcelona*

*He has an amazing knack of being able to lead you to the important points. UK*

*Eva's professional and open way of interacting with her clients, at a management and leadership level, her nice and effective communication style make her an excellent trainer, partner to work with. Barcelona*

*You had the best delegate engagement of all the presenters. ADNOC Abu Dhabi at Kuwait Change Management Conference*

*You can learn from him just by listening to him speaking. Rolaco Jeddah KSA*

*Delivery was fantastic/ delivery was exceptional. Leoron Delegates Dubai*

*It was very enlightening to understand myself more as a professional and understand my team better to support and enhance their skills. Al Tayer Dubai*