



Ambiguity & Change

For Business People who want to manage their environment rather than merely react to it.

The one thing we all appreciate in Business is that change happens. Whether it's economic, environmental, regulatory or structural we have not only to learn to live with it but to embrace it and reap the benefits. By understanding and appreciating the nature of ambiguity and the role change plays within it, you can learn to lead and manage within this environment and still ensure Business Success.

What is the Programme about?

- You will learn to appreciate the form and nature of both Ambiguity and Change within the Business Environment and Structure – looking at the impact they have on you, your People and your Business over time
- You will review and explore the different stages of the Change Process and the impact of each stage on the various elements of the Business and its People. You will examine a select number of tried and tested Change Models – how they apply to different Business Sectors/Scenarios and how to best implement them for your Business
- You will learn how to become a Champion of Change, knowing the key stages, the problems, pitfalls and solutions in managing each one and most importantly how to ensure the Change Process is as successful as it can be for you, your job, your People and your Business

Who should attend?

- Business Managers who are struggling to cope with ambiguity in their Business and wanting to deal with it better – for themselves and their Teams
- Business People who want to Create and Drive Change across their Business in order to move forward, innovate and ensure success in the future
- People Managers who are coping with change on a daily basis and want to learn to handle it more effectively in order to better their personal performance

OMT Group is an Organisational Development Firm that helps Businesses get better at leading, organising and managing their People to achieve better results.

If you would like to know more about our Clients, our Solutions and our People you can visit www.omtorgdev.com or call us in Ireland on +353 61 333 640 or in the UK on + 44 845 6041768

Programme Structure

- **The Nature of Ambiguity:** Exploration and review of the cause/effect of Ambiguity in Business today. Recognising it, managing/coping with it. You will then consider the role of Change Management in successfully overcoming Ambiguity at both Leadership and People levels
- **The Role of Business Change:** A comprehensive review and analysis of a range of Change Case Studies, uncovering the drivers/causes of Change, the role it plays in Business Success and the experiences of different Organisations
- **Key Roles in Driving Change:** Whether it has happened to your Business or whether you want to 'make it happen', know the key roles/ players you need
- **Change Management Models:** Exploration and review of some Change Models, understanding the role they play, their pros/cons, their different applications, the range of players involved and the impact each of these roles can have on the success of the Change Programme
- **The Flow of Change:** Recognising and identifying the stages of the Change Process. The purpose and impact of each from Initiating/Gaining Buy In right through to Continuous Momentum and Review – ensuring that the change within your Business leads to success
- **Barriers, Blockages and Breakages:** A review of the 'dark-side'. Knowing the problems and pit-falls, learning from other's experiences and focussing on the Success Factors for Change in your Business

What is it like to be part of an OMT Group Programme?

You will be curious from the very start. You won't be sitting down for more than 20 minutes at a time. You won't be staring at Power Point. In a group, you will research topics and make contributions. You will have to stop and think – properly. You will hear music. You will settle into the rhythm of the day without even realising it. You will learn to LIVE the changes promoted. You will leave wanting more.

Why OMT Group?

- All OMT Group Workshops/Programmes are highly innovative, incorporating the latest in Business Thinking and employing innovative Accelerated Learning Techniques such as Business Gaming, Reflective Feedback and Scenario Role Playing
- Ours is always a very practical approach to Management Development, grounded in the real issues of your Business
- Your workshop will be facilitated by internationally experienced Consultants who each have a strong background in Business Management as well as Organisational Development expertise and accreditation

Interested in learning more about how OMT Group can assist your Business?

Contact Us

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