



# Sims4Training Leading Change

*The authentic experience of running a merger  
between organisations – without the associated risks*

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# The Problem

Organisations need to proactively manage change to shape their future, whilst keeping business-as-usual on track to deliver results today. Too often managers and leaders who are skilled at managing business-as-usual, are thrust into leading and managing change without the necessary skills and tools, leading to stress, chaos and failure.



# Who Is It For?

- Change Agents and Leaders
- Project and Programme Managers
- Team Members
- General Managers



# What's It All About?

The Leading Change Simulation gives participating teams a chance to experience the challenges of managing an organisational change initiative. The Simulation is based on a comprehensive model of how and why human beings react to change, drawing on a range of commercial, personal, emotional and 'political' factors.

Based around a scenario of planning the integration of two organisations after a merger, the simulation challenges teams to decide a series of integration options - e.g. staff reduction and IT systems - that have different cost saving and revenue growth implications. It is typically run over 4 hours within 1 day, or 3x3 Hour Virtual Sessions. Teams of 3 people go through the Simulation together, undertaking different roles and collaborating to ensure their team's success.



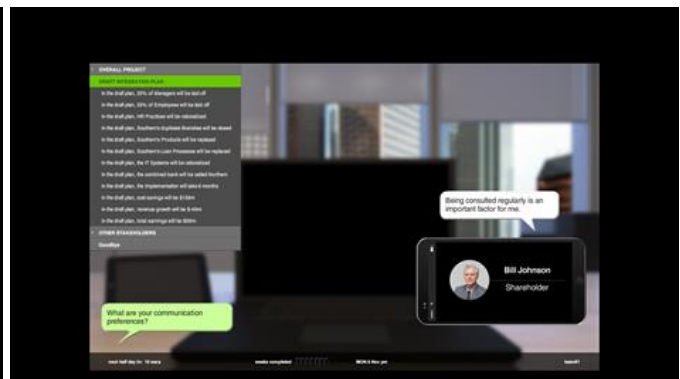
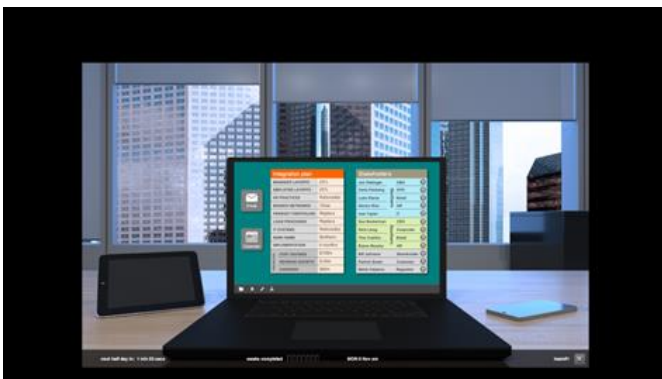
# What's Are The Benefits?

- Teams gain the experience of managing the social elements of change and organizing them towards their optimal outcome.
- Delegates learn what works and what doesn't, all within a risk free environment with comprehensive feedback.
- It provides best practice terms of reference to those managers who have learned on the job.
- Building confidence and skillsets that have immediate benefits back in the workplace.

# When would be the right time to do this?

Leading change will suit:

- Managers who are involved in planning and executing organisational change on a day to day basis.
- Leaders preparing for a large-scale organisational change.
- Departmental heads who want to strengthen their team's ability to manage change successfully and build a change supportive culture.



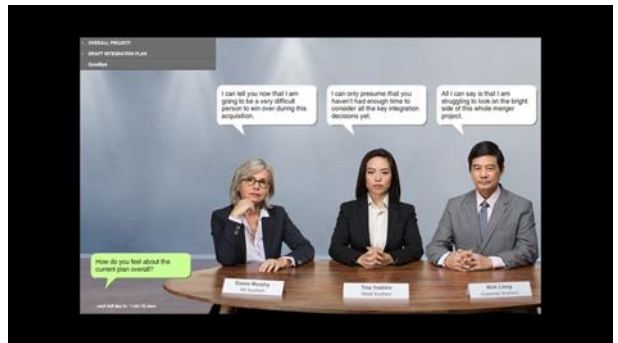
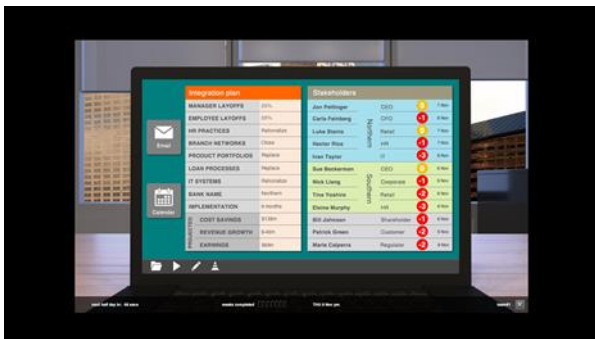
# What do I need to run this?

- 5 laptops (for 15 delegates) with internet connection, a mouse and speakers.
- A room with a projector, a screen and internet connection for the Facilitator.
- Also can be run in a Virtual Classroom.

# When would be the right time to do this?

Leading Change will suit:

- Managers leading, or involved in, significant business change initiatives.
- Project, or Change Managers, looking to enhance and develop their skills.
- Project, or Change, Team members involved in complex organisational change.



## In-Company Training

- Based on 15 delegates in 3 teams of 5 people
- Includes licences and trainer for a 2 day workshop

**£230** + VAT per delegate

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## Trainer Accreditation

- One off fee of **£1950** +VAT
- Then purchase licences to run your own events and workshops

**£150** + VAT per delegate

