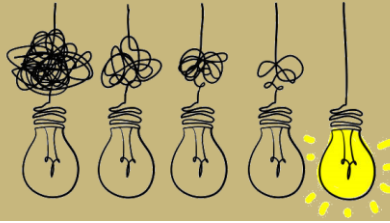




training

Managing Change in Local Government

Amy Caldow
Senior Training Officer



- ❑ Appraising approaches to implement change which maximise benefits and minimise disruption.
- ❑ Assessing the competencies requires to manage change effectively.
- ❑ Devising a toolkit to enable transformational change in your authority setting



Why?

Who?

What?

Where?

When?

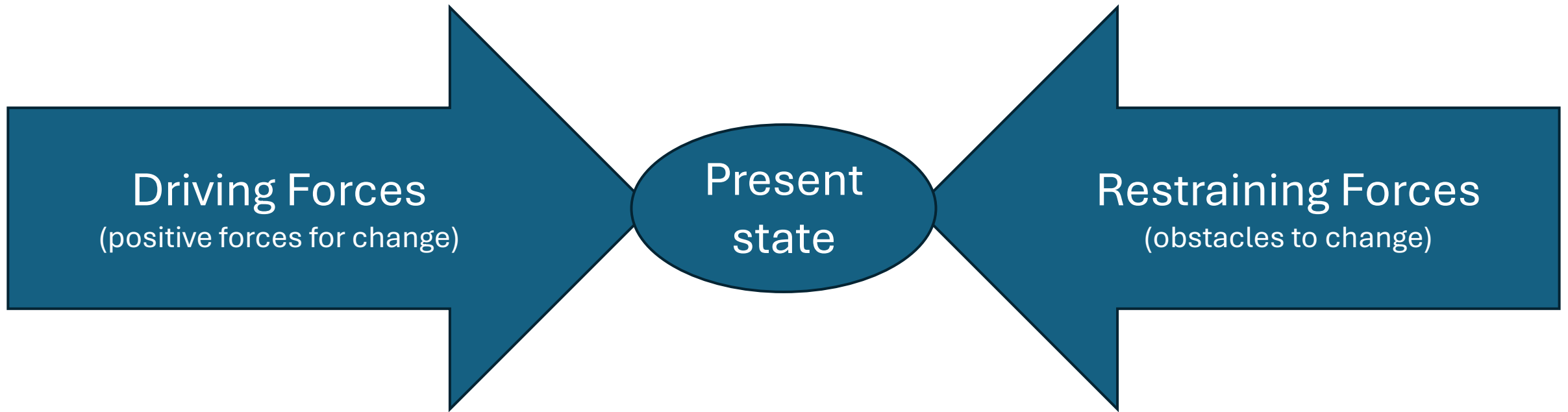
How?

Appraising approaches to implement change which maximise benefits and minimise disruption

CHANGE THEORY PROVIDES A GOOD STARTING POINT

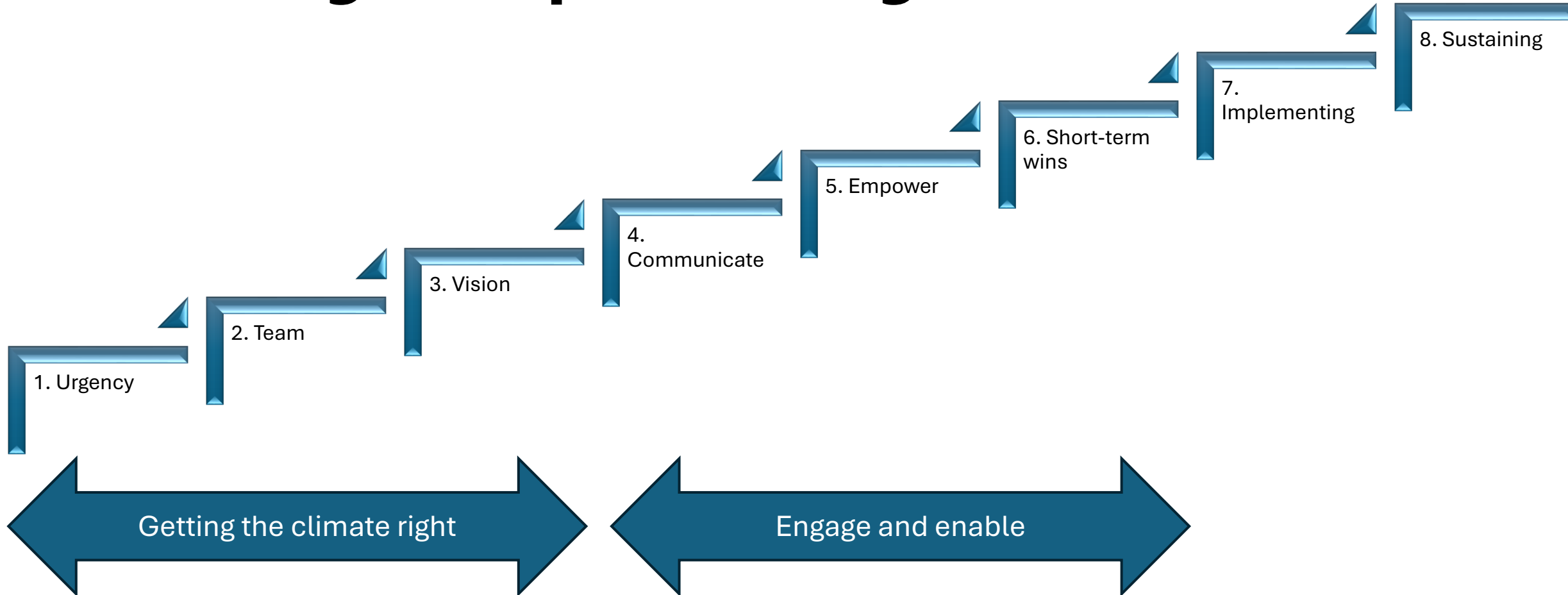
- Lewin's forcefield analysis and change model
- Kotter's eight steps of change
- The change curve
- McKinsey 7S model Agile Transformation

Lewin's forcefield analysis and change model

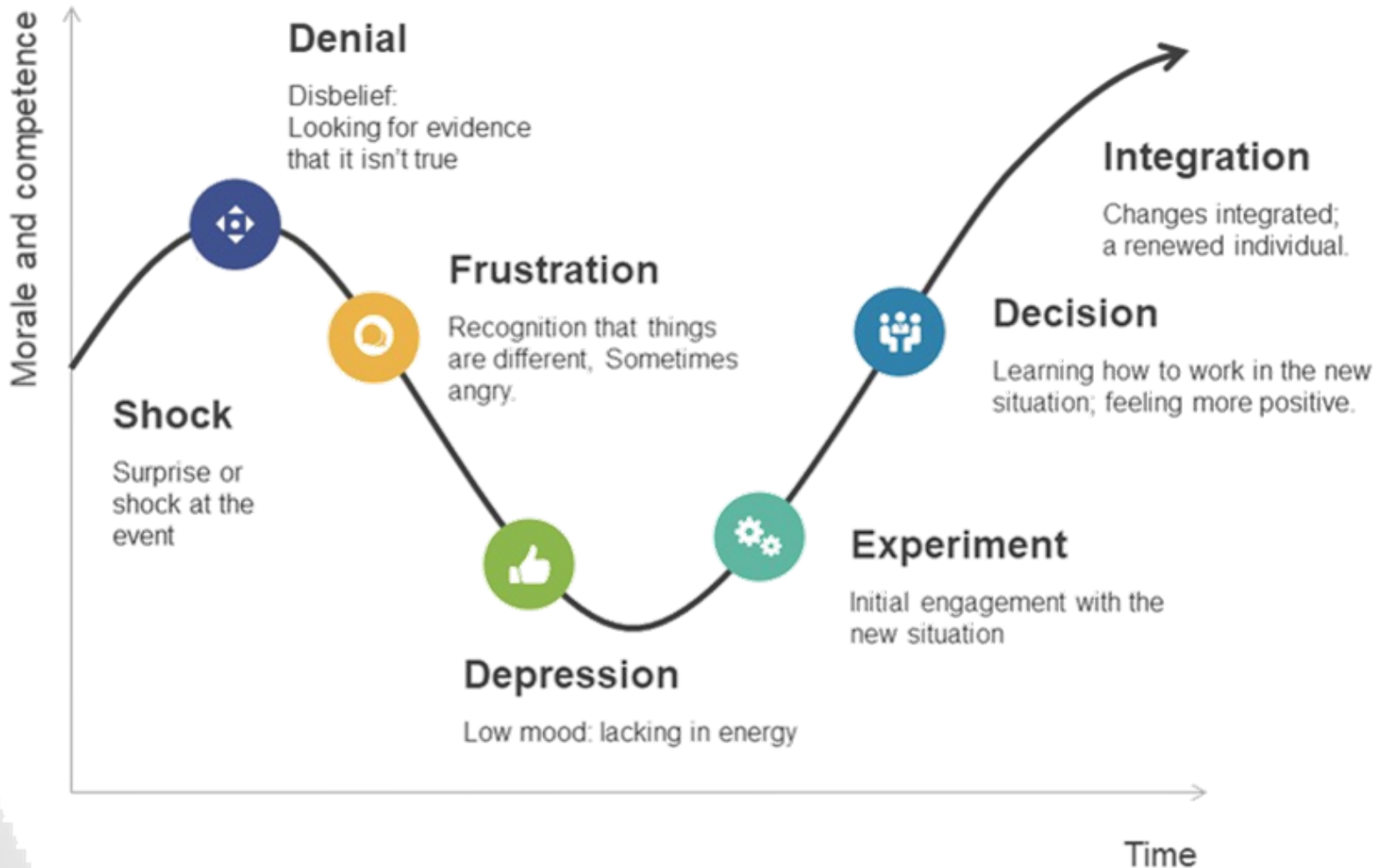


Unfreeze → Move → Refreeze

Kotter's eight steps of change



The Change Curve

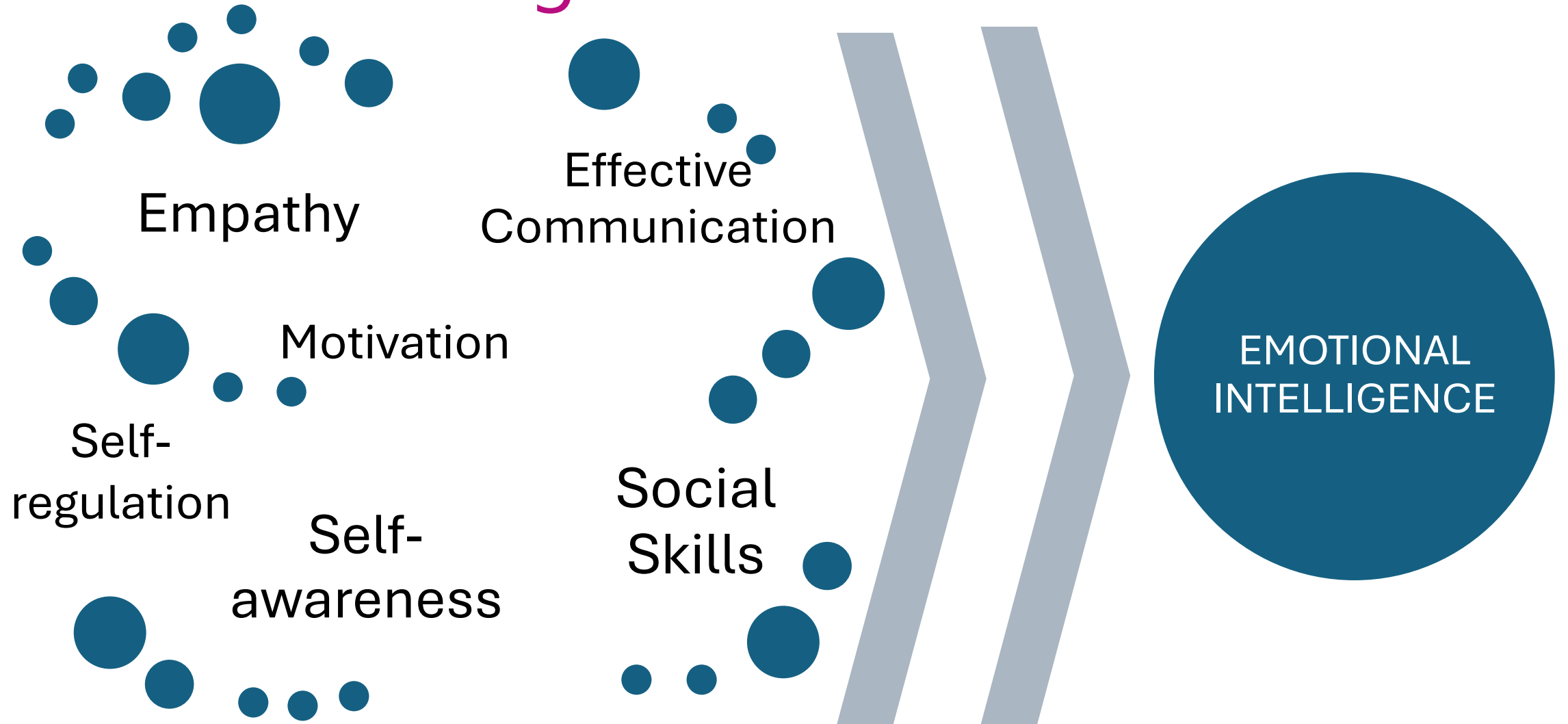


People
respond to
change in
different
ways at
different
times

Assessing the competencies required to manage change effectively

- Analysis
- Budgeting and estimating
- Managing resources
- Risk and issue management
- Stakeholder management
- Effective Communication
- Emotional Intelligence

Emotional Intelligence



Devising a toolkit to enable transformational change in your authority setting

The tools we can use are
endless...

PESTEL

POTI

SWOT

Stakeholder Mapping

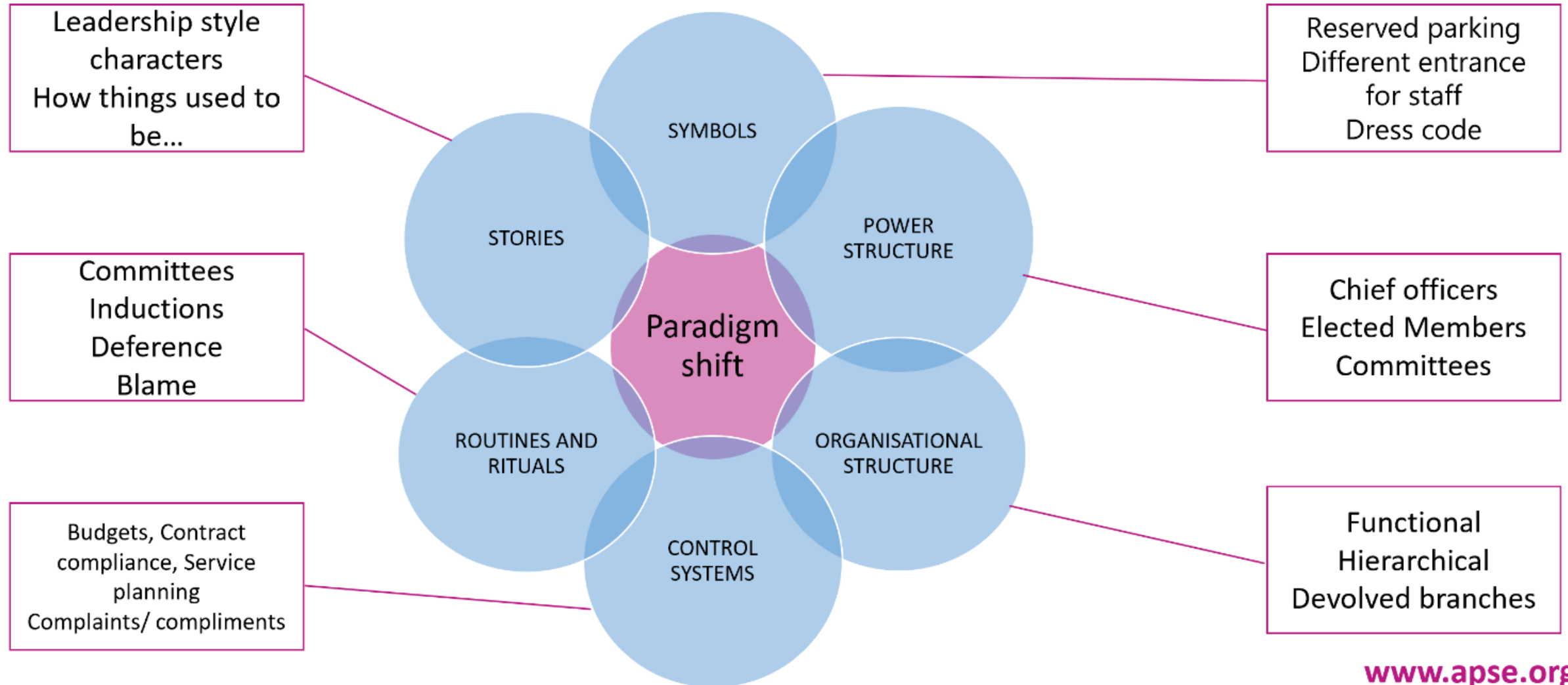
Culture Web

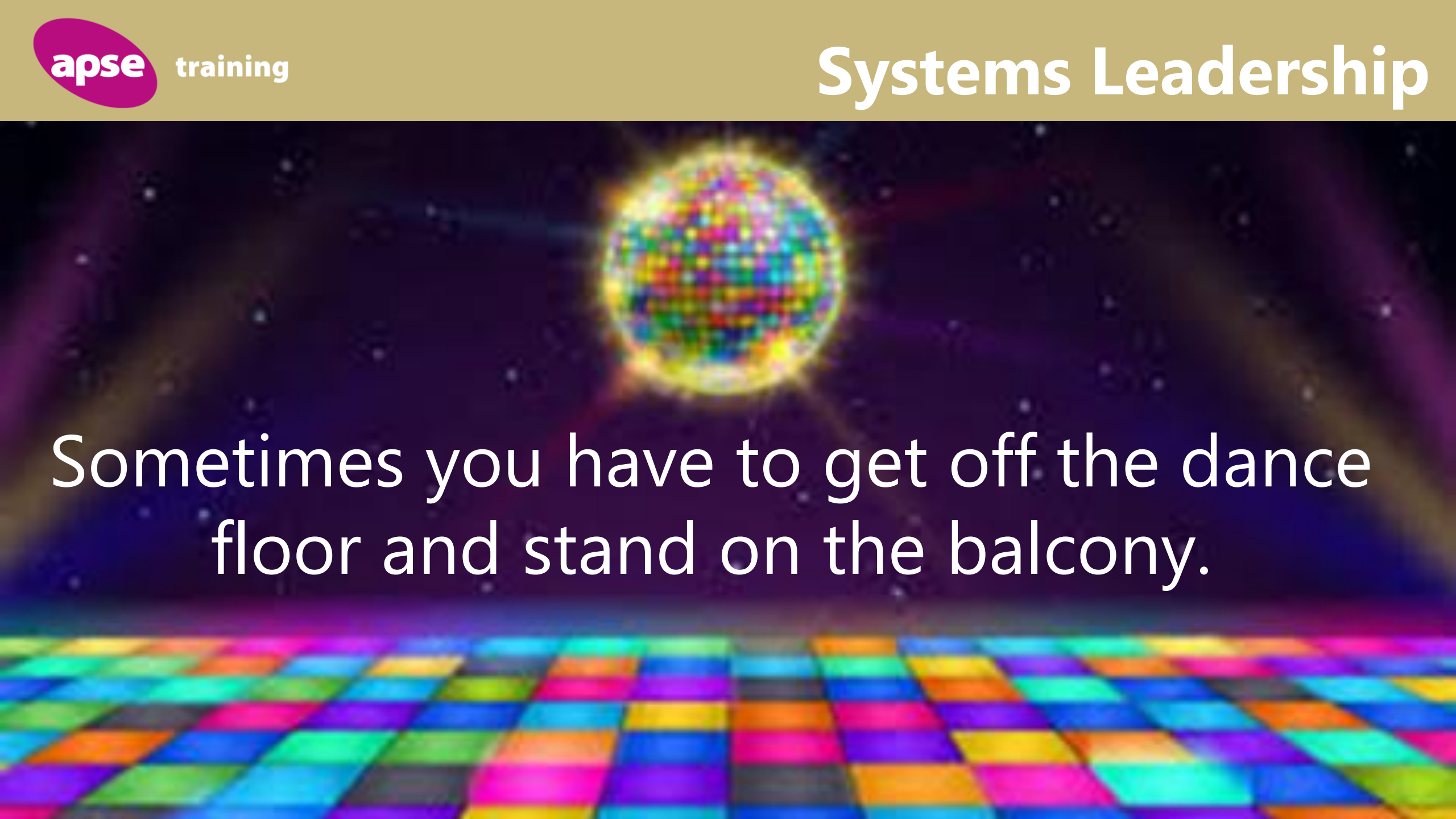
Jahari's Window

Ladder of participation

Psychometric testing

Unpicking organisational culture





Sometimes you have to get off the dance floor and stand on the balcony.

Look at the whole picture, spot the patterns and see what's going on (analysis); choose your dancers and work out your moves (choice); get back on the dance floor and... dance (implementation).



"Useful to know about the different tools, resources and methods that can be drawn upon depending on the projects and situations. Good reminder of EI and stakeholder relationships." Programme Manager

"Currently managing a large change project and will be undergoing LGR... Definitely applicable to my work and the large scale change in local government." Programme Manager

"A good, dynamic and engaging course," Programme and Assurance Manager

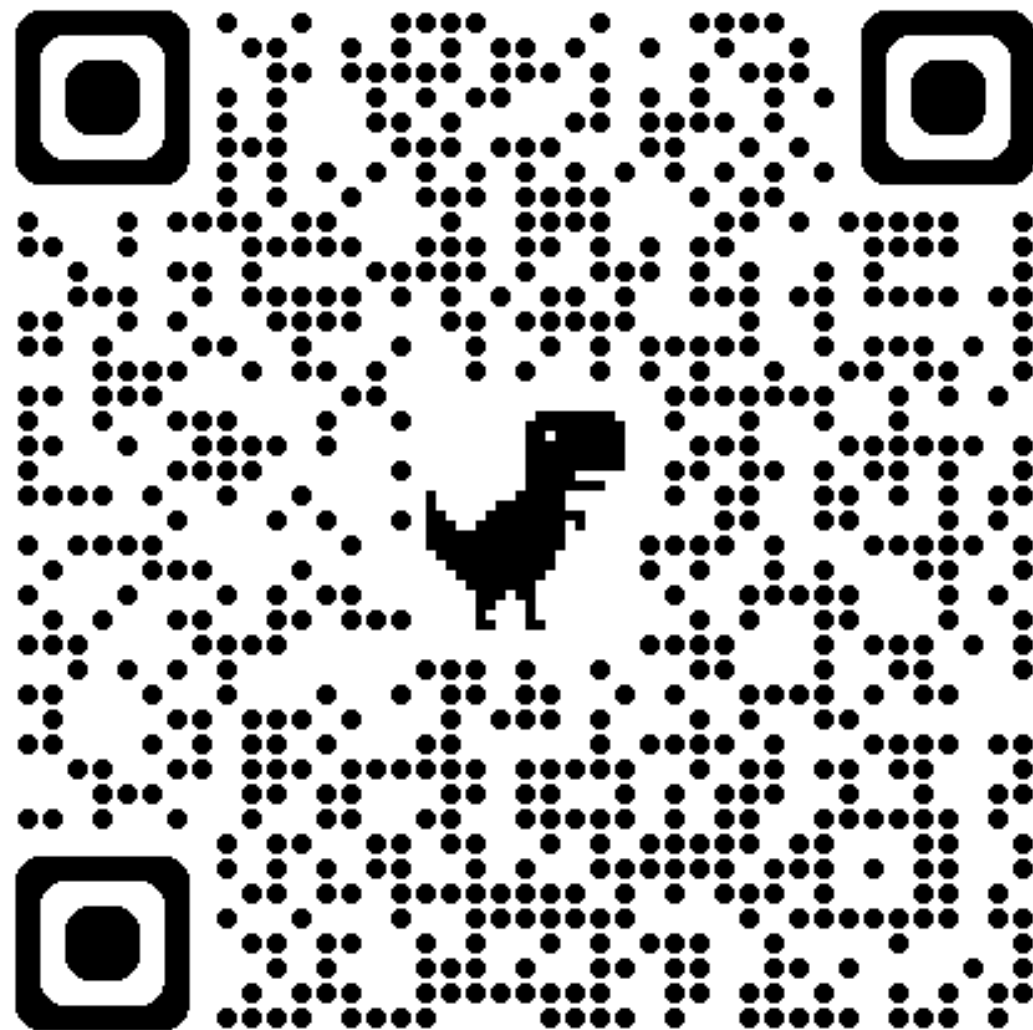
"Blends well with other courses such as programme management." Head of Policy and Programmes

Managing Change in Local Government!

Monday 21/07/25 +

Thursday 24/07/25

13:00 – 16:00



Any questions?
How are you feeling?



Contact us

The team is ready to help.

Please direct enquiries to: training@apse.org.uk | 0161 772 1810

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