

# leaders as sponsors of change



## Leaders play a critical role in successful change implementation

As part of their strategic role, leaders are required to create visions of the future that will enable organisational success. Good change ideas, however, are not sufficient. Leaders play a critical role in building strong connections between strategy and operations, and in providing visible sponsorship through the life of the change.

Without committed, skilled sponsorship, strategic initiatives will under-perform; the time, cost and pain of changing will be greater than it needs to be and expected benefits will not be fully delivered.

Our **leaders as sponsors of change** session is designed for individuals and leadership teams who want to build their capability to effectively lead and manage change, with and through people.

**Purpose** To introduce leaders to the Managed Change™ approach and their sponsorship role, in support of successful change implementation.

**Objectives** To enable participating leaders to:

- Determine the value of change management and what it could mean for their organisation.
- Determine their role responsibilities as sponsors of change, the role responsibilities of the change agents they assign and the relationship between them.
- Identify their own current strengths as sponsors, and areas for development
- Examine current change initiatives and their alignment, or otherwise, with business direction.
- Build a cohesive definition of the desired future state for their organisation and key change projects.
- Apply selected Managed Change™ tools to reduce potential risks and increase the probability of successful change.

**Results** For the participating leaders: Clear understanding of what effective sponsorship involves plus tools and approaches to build individual and collective confidence and capability. Increased chances of successful change implementation.

For the change agents assigned to implement the change: Stronger connections between strategy and operations, more visible sponsorship and targeted support for change implementation.

For the organisation: Better flow of information, more efficient and effective use of time and resources, greater chance of gaining the benefits expected from good change ideas.

**Leaders as Sponsors of Change Outline** The length and format of the **leaders as sponsors of change** session will be discussed and agreed with you according to your specific needs. Session length is usually between 4 and 7 hours.

Continued over/

**Leaders as  
Sponsors of  
Change  
Outline**  
continued

**Preparation / Pre-work**

- Briefing of our consultant by key members of your organisation to include: the work of the organisation, its vision/mission/goals, recent history, current change initiatives and associated challenges, plus unique situation and needs.
- Desired outcomes from the **leader as sponsor of change** session to be agreed.
- Subsequent preparation by our consultant of agenda and materials, to align with organisational context and desired outcomes.
- Refinement of agenda and materials through discussion with key members of your organisation, as appropriate.

**Session Agenda**

This will be tailored to meet your specific needs and purposes, but likely to include:

- **Change Management Effectiveness & Value** - determining the leaders' common and agreed definition of change, change management and the implications for successful implementation.
- **Current Change Initiatives** - reviewing and analysing the number of changes, their alignment with business direction and associated resource requirements, mapping changes to target populations and determining likelihood of success.
- **Desired State Definition** - articulating the organisation's vision using the elements of structure, process, people and culture.
- **Sponsor Role** - defining what it means to be a sponsor of change and what the associated responsibilities are, assessing leaders' current strengths and areas for development.
- **Risk Mitigation** - examining the current and potential risks to the organisation, and determining appropriate action steps.

**Session Debrief**

Follow-up and review with key members of your organisation, to assess progress against desired outcomes and any next steps. Supplementary support for individual leaders, or the leadership team, available through our specialist 'coaching for change' service. Further input on developing the organisation's change management strategy also available, on request.

**Logistics**

Sessions are usually held on our client's site. Dates by arrangement.

**Cost**

On application.

**About  
Irving Allan**

We equip people and organisations to be great at change through:

- A powerful, proven change management framework and methodology
- Psychological expertise
- Going the extra mile

We work with you to change the way change happens in your organisation. Clients tell us that previous changes have been too slow, too costly, too painful, and for all this have not delivered the expected benefits. Clients also tell us that, through working with us, all this changes - now and into the future. They develop strength and capability to change, which gives their organisations an edge.



**For more information**

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