

## CHANGE MANAGEMENT

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Republic of CROATIA

## OPERATING MODE AND SEMINAR DESIGN

- Needs audit
- Theoretical inputs
- Group workshops
- Exchanges and feedback

## DAY 1 AGENDA

### 9H30 : MORNING

- **Presentation and introduction**  
Objectives of 2 day seminar  
Rules of the day: ethics of confidentiality, listening and speaking openly
- **Understanding the nature of change :**
  - Problems uncounted at organizational level
  - Individual issues faced during the process of change. How individuals integrate change
  - Following rules and regulation when implementing change

*Theoretical input, workshops and feedback*

### 12H00-14H00 : LUNCH

### 14H-17H : AFTERNOON

- **Leading and implementing change:**  
Understanding and mastering the different methodologies necessary to lead change
  - Methodology
  - Tools
  - The intrinsic specifics of management and leading change

*Theoretical input, workshops and feedback*

### 16H45 : REGULATION

### 17H : END OF DAY 1

## DAY 2 AGENDA

### 9H30 : MORNING

- Change issues uncouncted by Human resources within the public sector
  - The differences between public and private sectors
  - Case studies
  - Best practices

*Theoretical input, workshops and feedback*

### 1200-14H00 : LUNCH

### 14H-17H : AFTERNOON

- Empowering people in HR to implement an empowerment philosophy within the organization
  - Increasing collective intelligence : another vision of change management
  - The impact of empowerment on managerial practices and processes
- Creating a personal tool kit

*Theoretical input, workshops and feedback*

### 16H45 : REGULATION

### 17H : END OF SEMINAIR