



THE LAW SOCIETY
OF NEW SOUTH WALES

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Leading Change and Effective Decision Making

The Need for Strategy

Different organisations have different cultures, a system of shared values and beliefs that establish an organisational way of life. It's important to analyse the organisational culture before implementing a change, you therefore need to analyse the organisation itself. This module explores the 7's framework which looks at strategy, structure, systems, shared values, skills, style and staff. We will also look at the political, economic, social and technical factors that could influence an organisation's success and will explore organisational strategies.

Challenging the Status Quo

Challenging the Status Quo is a vital part of business development, as those that stand still are likely to fail. This module explores the importance of ancestral and adventurous thinking in the decision making process and uncovers some useful exercises to help you to think outside of the box and gain a fresh perspective. Finally we will explore the combination of logic, experience and intuition in making sound decisions.

Making the Change

One of the biggest obstacles a leader faces is leading change. This module looks at the seven characteristics of effective change agents and explores the decision making process. A force-field analysis will help you to uncover both the driving and restraining forces for change. We will look at the importance of effective communication and active listening.

Experiencing Change

Security and freedom are two vital elements of our everyday lives, but when a sudden change occurs it can affect the balance between the two. This module explores the seven steps of the change process, known as the change curve and looks at the importance of separating imagined fear from reality in order to adapt to change.

Thriving in Change

It is important to understand the potential effects that change can have on your team and organisation. This module will explore the five main forces of change which will help you to anticipate and manage reactions. We will explore the difference between cold and warm organisations and their response to change. Finally we will look at the seven characteristics that effective change agents share.

Seeing Change Through

Once the decision has been made you must see the change through. Change is a complicated process that can often encounter obstacles along the way. This module explores the roadblocks to change and how to overcome them. We will look at dealing with criticism, dealing with stress, why change fails and the benefits of continuous change.