

Change Management Case study

City of Sunderland College



THE COLLEGE: City of Sunderland

• BACKGROUND

- To implement a long term CPD strategy for managers in leadership skills.
- To provide a cost effective change management programme in leadership development to help managers work more strategically.
- Solutions were designed for Heads of department/Curriculum Managers/ Support Managers as a bespoke leadership development programme: in the first instance distance based, followed by an in house programme.

CHANGE MANAGEMENT SOLUTIONS IN FURTHER EDUCATION

SOLUTION:

The issues of cost effectiveness and dispersed locations were resolved by flexible delivery of the programme by webinar, teleconferencing and a bespoke in house programme.

Offer:

Leadership diagnostic test
Training needs analysis
High quality leadership programme, workbooks & range of materials
Face to face coaching to all participants .
Further support was extended through telecoaching.

RESULTS:

- ✓ Outstanding college improvement projects presented and adopted at SPG
- ✓ Excellent feedback from quality questionnaires and personal testimonials.

"Anyone in the process of going through Strategic Change Management who needs to get their managers on board should use your services. You offer the only true "bespoke programme" not any "customisation of an 'off the shelf' programme like the others. Brilliant!"
Principal Angela O' Donoghue



Megamorphose

Change Management