

Restructuring Your Organisation

How do you successfully manage the change process within your organisation as it evolves to meet emerging business needs? What does 'meaningful consultation' really look like and how do you fully support people through restructuring processes (those that stay as well as those that leave)?

This course gives you the legal framework to confidently approach organisational restructuring activity, ensuring you are legally, morally and ethically doing 'the right thing'.

Be clear about what to do and not to do around restructuring and redundancy processes and lead people, feeling supported, into the future structure of your organisation.

What is this course about?

The aim of this course is to provide a practical guide to managing organisational restructuring in the workplace (including redundancy), managing business needs whilst maintaining employee engagement.

Who is this for?

- Individuals who are new to managing people
- Individuals with some previous management experience who wish to update their skills
- Typical job titles would include: Supervisors, Team Leaders, Team Managers, HR Advisers, HR Managers
- Relevant to all sectors and sizes of organisation



What are the learning objectives?

At the end of this course participants will be able to:

- Explain the basic principles of managing organisational change and the role of restructuring within the workplace
- Map out a decision-making process within their workplace to implement effective restructuring and change
- Employ the current theories of staff motivation to the change process within the work environment (supporting people through restructuring)
- Demonstrate and practice the key stages in the change process
- Relate to the legal framework that supports restructuring and redundancy

How will participants benefit?

- Creates a solid understanding of why organisations change and what impact this has upon current staffing structures (when does a role become redundant?)
- Provides the opportunity to practice implementing the key stages in a change process within a safe environment (eg creating fair selection criteria for redundancy, giving unwelcome news to those affected etc)

- Increases confidence to handle change in the workplace and understand the process steps associated with successful change
- Creates the procedural structures surrounding redundancy, minimising risk to the business as a whole, (eg through fair selection, clear communications, fair dismissals etc)

Follow up activity could include; Managing People and Performance, Employment Law (short courses), Certificate or Diploma in Management Studies.

About the University of Gloucestershire

Successful organisations are built on expert knowledge and dynamic skills underpinned by the right attitudinal approach and values that support organisational change, growth and sustainability. The University of Gloucestershire has a strong track record of delivering business related undergraduate, postgraduate and professional courses to support staff in professional, management and leadership roles.

Restructuring Your Organisation

One day course

How to book

To book please visit:

www.glos.ac.uk/shortcourses

Duration

One day

Course Fee (per person)

£175 + VAT

Time

9am - 4.30pm

Date

24 June 2011

Location

Park Campus
University of Gloucestershire

For directions go to:

www.glos.ac.uk/travel

Tutor

John Hepworth

Contact us

To discuss the course in more detail call the University of Gloucestershire's Centre for Enterprise and Innovation, tel: **01242 714104** or email shortcourses@glos.ac.uk



SOUTH WEST ERDF
COMPETITIVENESS AND
EMPLOYMENT PROGRAMME



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