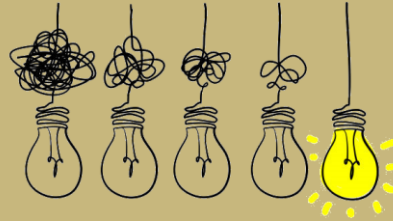




training

# Managing Change in Local Government

Amy Caldow  
Senior Training Officer



- ❑ Appraising approaches to implement change which maximise benefits and minimise disruption.
- ❑ Assessing the competencies requires to manage change effectively.
- ❑ Devising a toolkit to enable transformational change in your authority setting



Why?

Who?

What?

Where?

When?

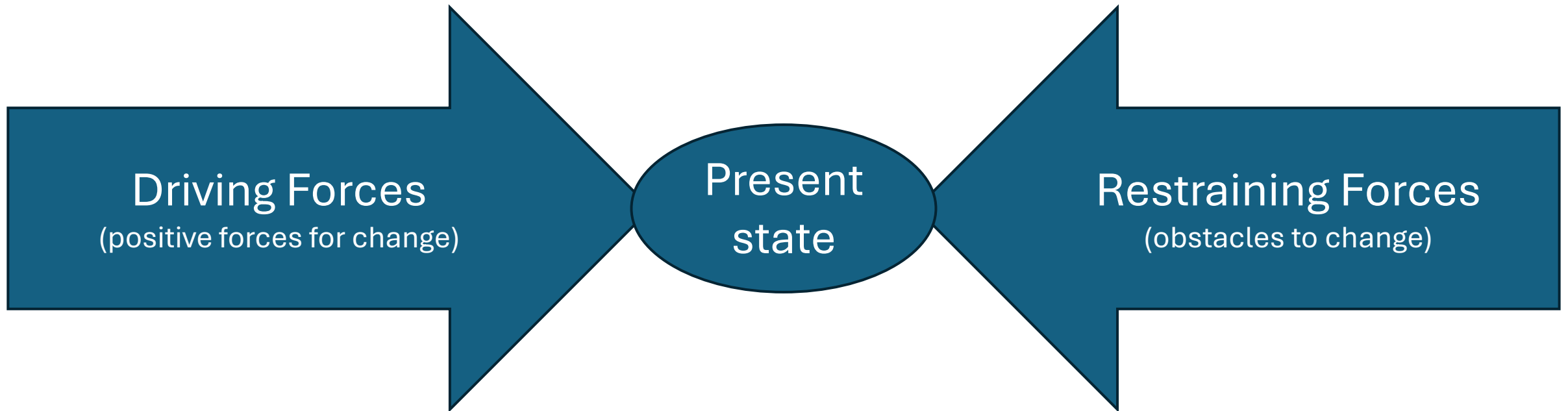
How?

# Appraising approaches to implement change which maximise benefits and minimise disruption

## **CHANGE THEORY PROVIDES A GOOD STARTING POINT**

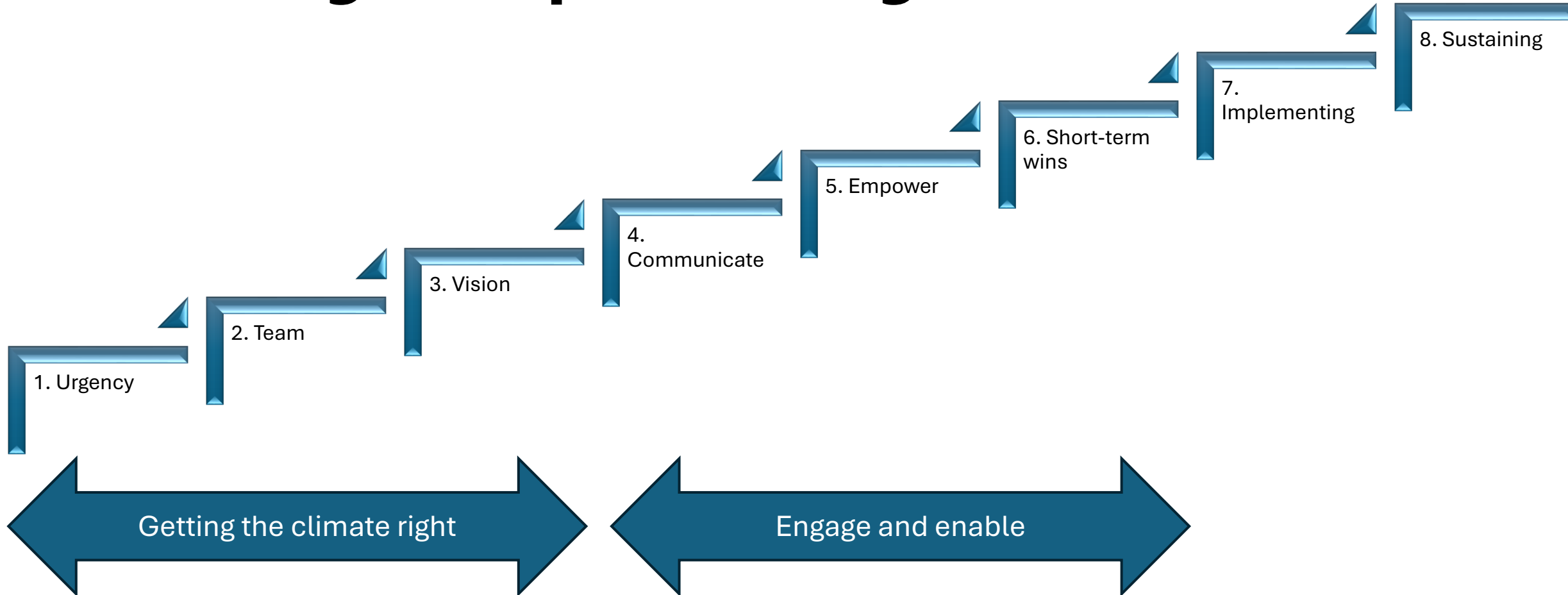
- Lewin's forcefield analysis and change model
- Kotter's eight steps of change
- The change curve
- McKinsey 7S model Agile Transformation

## Lewin's forcefield analysis and change model

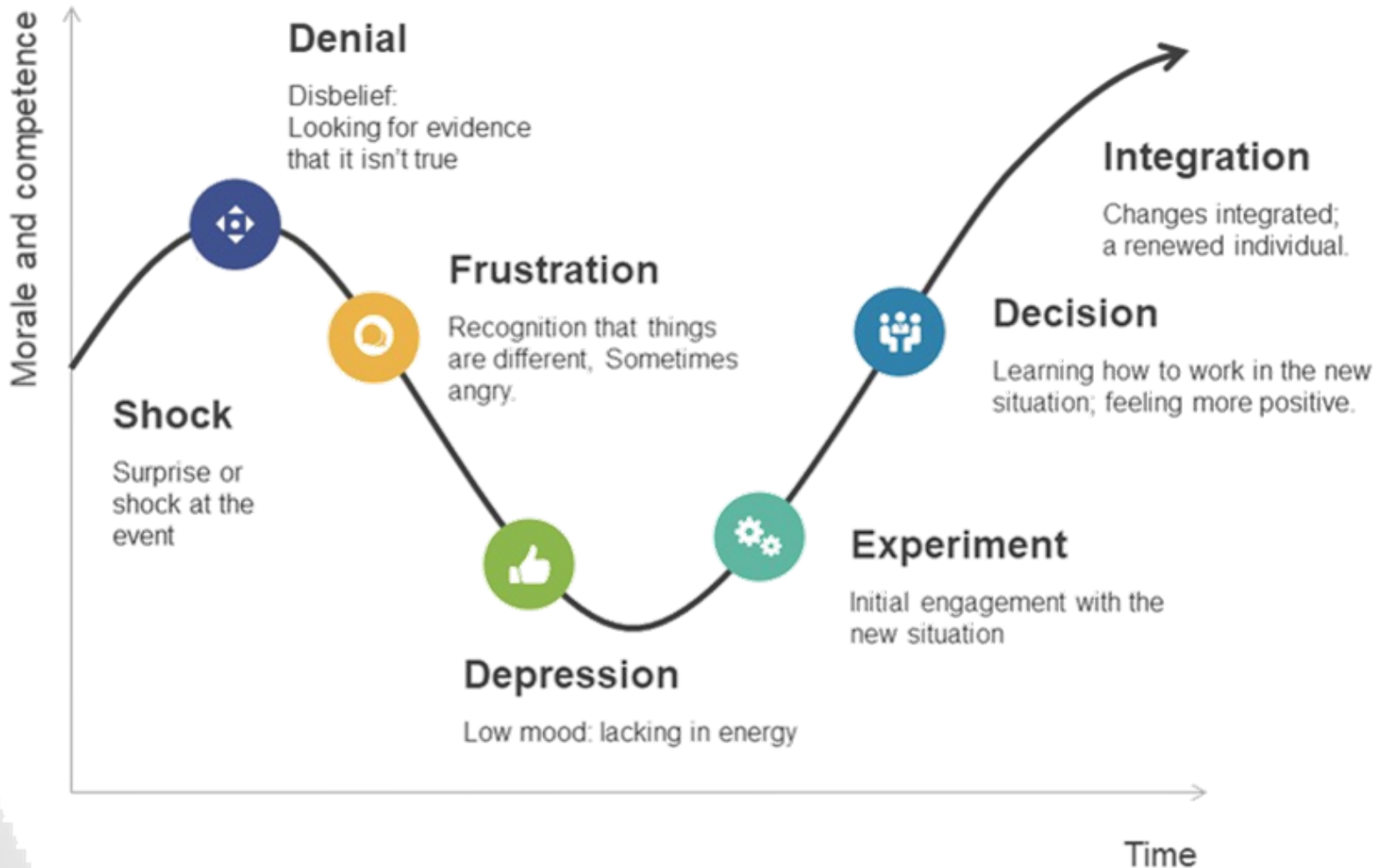


Unfreeze → Move → Refreeze

## Kotter's eight steps of change



## The Change Curve



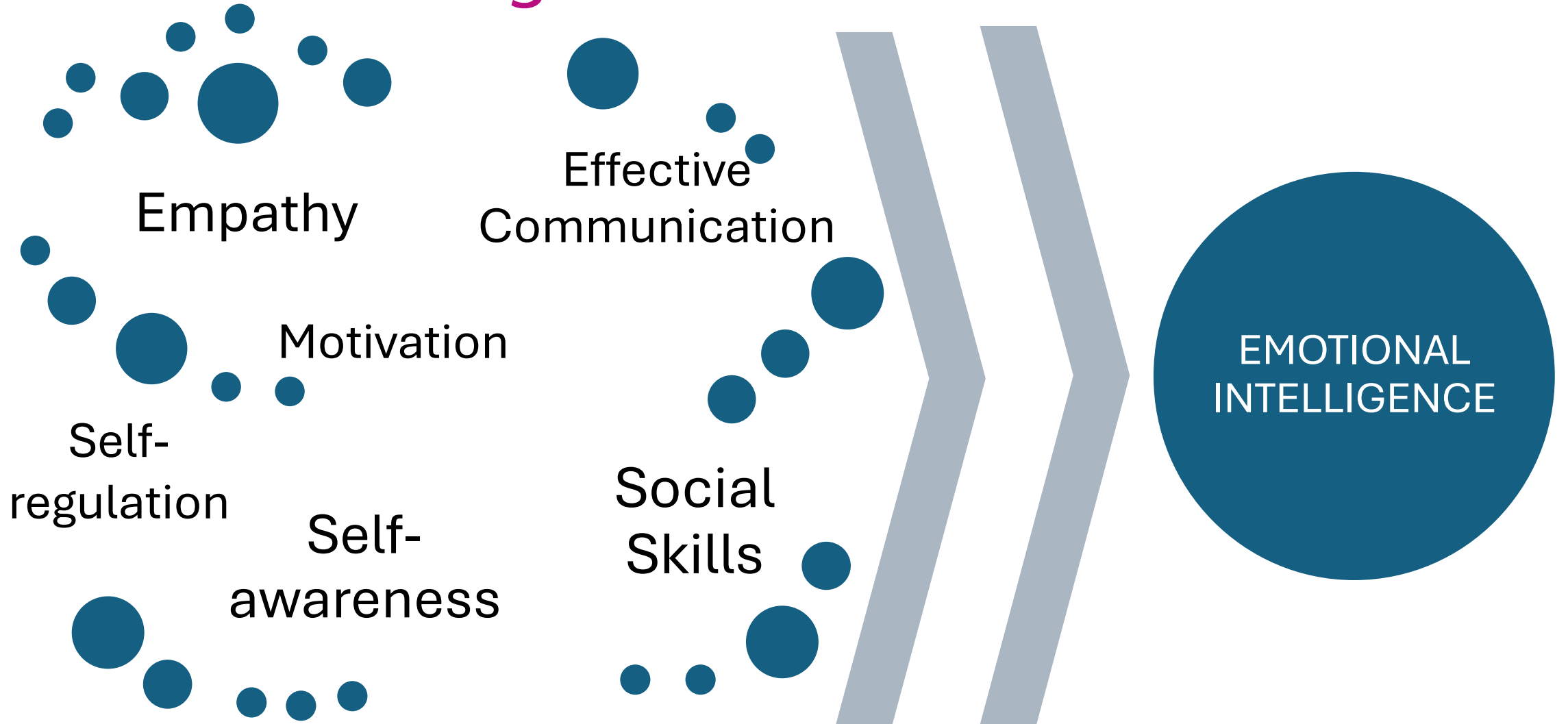
People  
respond to  
change in  
different  
ways at  
different  
times

# Assessing the competencies required to manage change effectively

- Analysis
- Budgeting and estimating
- Managing resources
- Risk and issue management
- Stakeholder management
- Effective Communication
- Emotional Intelligence



# Emotional Intelligence



# Devising a toolkit to enable transformational change in your authority setting

The tools we can use are  
endless...

PESTEL

POTI

SWOT

Stakeholder Mapping

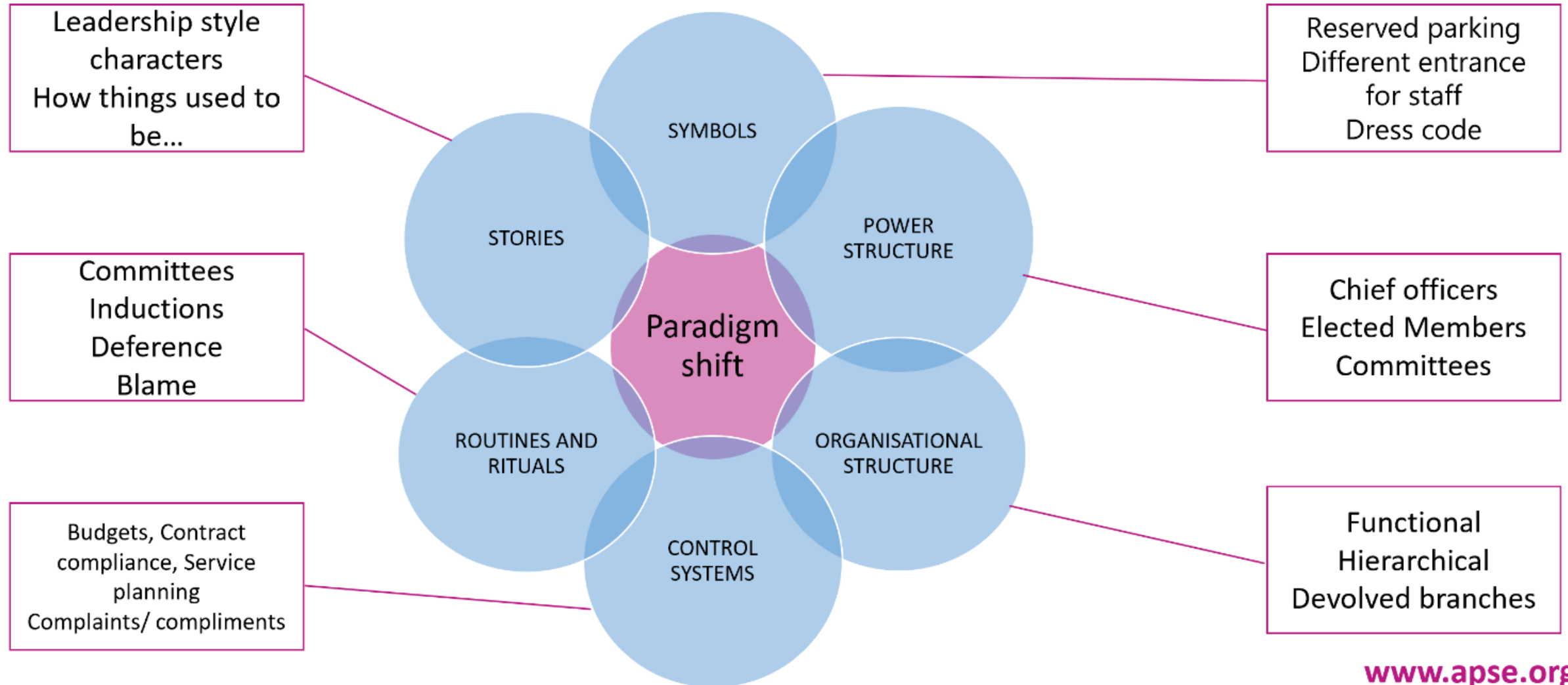
Culture Web

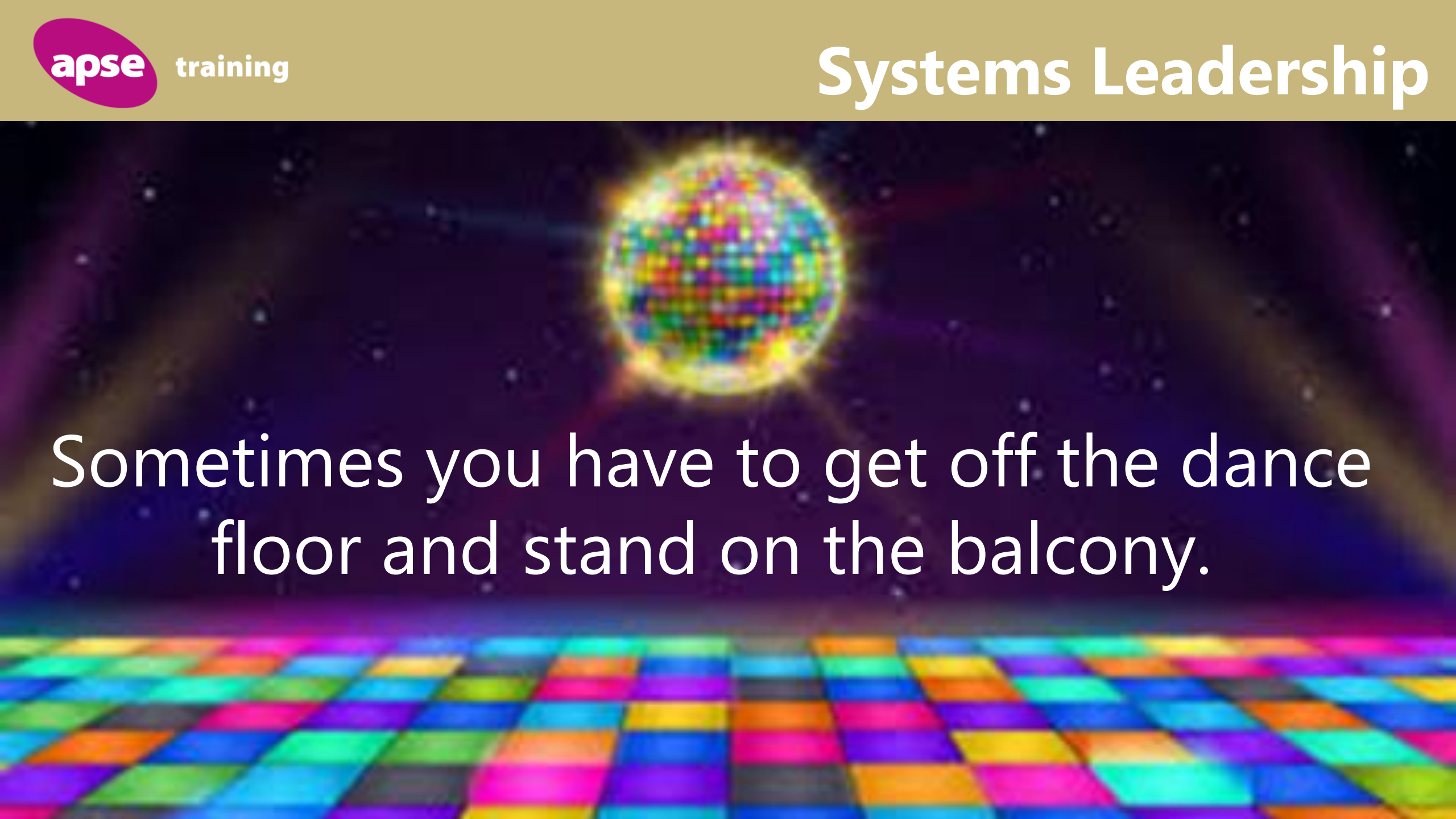
Jahari's Window

Ladder of participation

Psychometric testing

# Unpicking organisational culture





Sometimes you have to get off the dance floor and stand on the balcony.



Look at the whole picture, spot the patterns and see what's going on (analysis); choose your dancers and work out your moves (choice); get back on the dance floor and... dance (implementation).



**"Useful to know about the different tools, resources and methods that can be drawn upon depending on the projects and situations. Good reminder of EI and stakeholder relationships."** Programme Manager

**"Currently managing a large change project and will be undergoing LGR... Definitely applicable to my work and the large scale change in local government."** Programme Manager

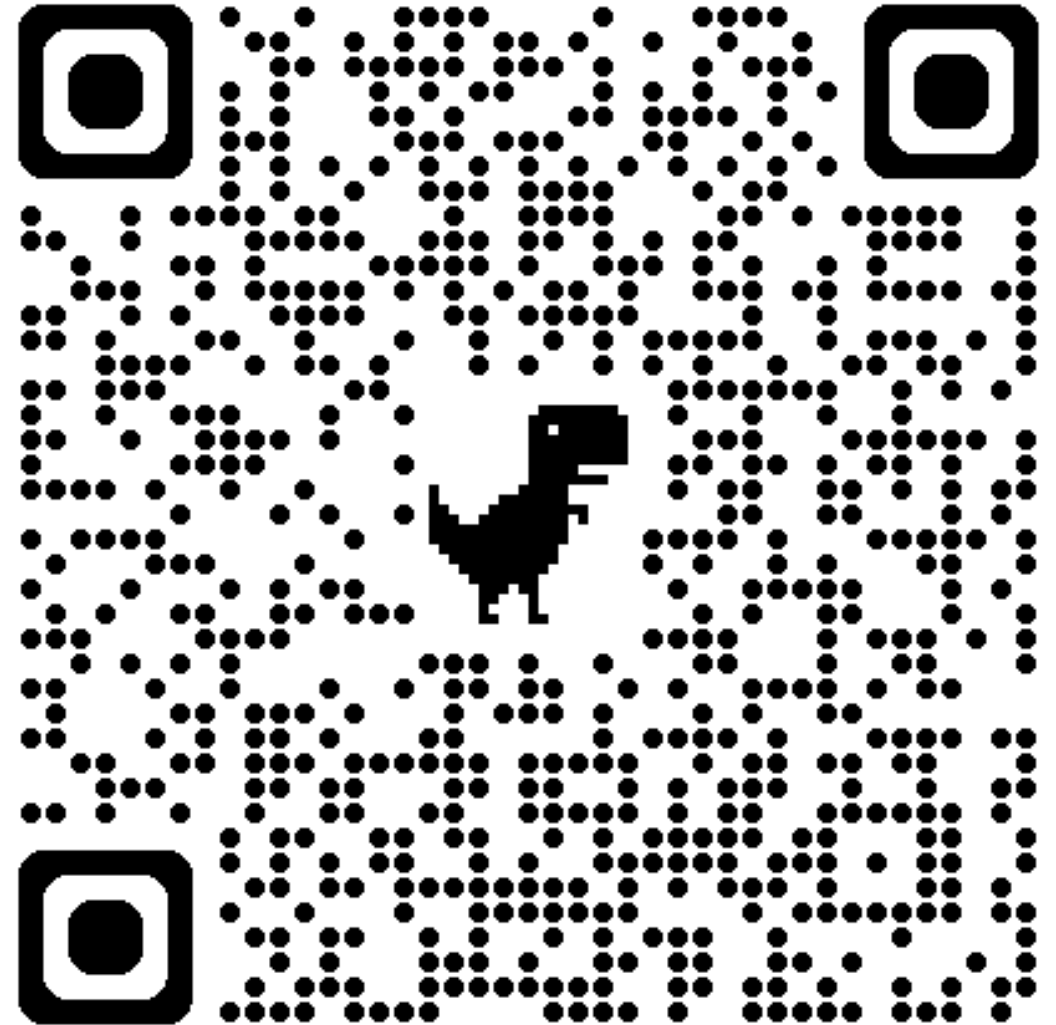
**"A good, dynamic and engaging course,"** Programme and Assurance Manager

**"Blends well with other courses such as programme management."** Head of Policy and Programmes

# Managing Change in Local Government!

Mon 21/07/25 + Thurs 24/07/25  
13:00 – 16:00

Tues 11/11/25 + Wed 12/11/25  
09:30 - 13:00



Any questions?  
How are you feeling?





# Contact us

The team is ready to help.

Please direct enquiries to: [training@apse.org.uk](mailto:training@apse.org.uk) | 0161 772 1810

3<sup>rd</sup> Floor Trafford House, Chester Road, Old Trafford, Manchester, M32 0RS

APSE Head of Training: **Fiona Sutton-Wilson**

Senior Training Officer: **Amy Caldow**

Training Co-ordinator: **Helen Reed**

Business Support Assistant (Finance): **Daniel Lee**

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Delivering for local people and local economies