



The Canadian Institute of Management Winnipeg Branch is pleased to present:
Robert H. (Bob) Kent, MBA, Ph.D.

“Change Management in Difficult Times”

As part of the
Careers in Motion Series
Wednesday, February 16, 2011

Robert H. (Bob) Kent, MBA, Ph.D., President

The Mansis Development
Corporation

Dr. Kent is President of the Mansis Development Corporation; a management consulting and training company established in 1978 and headquartered in Winnipeg. His company helps business owners and their management implement simple and practical processes for managing employees. He is a specialist in Performance Management and the structure and management of small and medium-sized organizations.



Before founding Mansis in 1978, Dr. Kent held senior management and executive positions in the Canadian Federal and Manitoba Provincial governments, as well as in private and public corporations. He also continues to lecture in management at the University of Manitoba where he has been an award winner for excellence in teaching and professional expertise. Currently, Dr. Kent teaches in the Manitoba MBA Program.

Dr. Kent's credentials include degrees in Mathematics, Business Administration, Computer Science and a Ph.D. degree in Management and Organizational Behavior from the University of British Columbia.

A frequent speaker at seminars and conferences, Bob is noted for his jargon-free, practical approach to management.

Join us:

For Dr. Kent's exciting presentation where you will have an opportunity to network with CIM members and meet Winnipeg Branch Board Members.

Topic

According to Wikipedia **Change management** is a structured approach to shifting/transitioning individuals, teams, and organizations from a current state to a desired future state. It is an organizational process aimed at empowering employees to accept and embrace changes in their current business environment.

The economic downturn has hit many companies hard. Companies are looking hard at what they must do in order to survive until times improve. Reorganizations and restructuring are becoming common place.

Successful change management is more likely to occur if the following are included:

- Effective Communications that informs various stakeholders of the reasons for the change (why?), the benefits of successful implementation (what is in it for us, and you) as well as the details of the change (when? where? who is involved? how much will it cost? etc).
- Devise an effective education, training and/or skills upgrading scheme for the organization.
- Counter resistance from the employees of companies and align them to overall strategic direction of the organization.
- Provide personal counseling (if required) to alleviate any change related fears.
- Monitoring of the implementation and fine-tuning as required.

Details

Cocktails – 6:30 p.m

Speaker – 7:00 p.m.

Norwood Hotel, 112 Marion Street

Cost: Complimentary

Reservations are required in advance please RSVP to:
www.cim-winnipeg.org or 204.474.8653.

Deadline to register: February 11, 2011
Business Casual