

## Forum of European Heads and Deans of Dental Schools

**PROGRAMME - Wednesday, August 25<sup>th</sup> 2010 from 11.00 - 17.30 hrs.**

### *Topic: CHANGE MANAGEMENT*

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### *Managers = Change Agents*

According to some managers, their primary task is to direct, organise and administer. This seems efficient, which is important, but is it enough?

The ability of managers to determine and create an organisation's future has become more important than driving operational efficiency. Today's manager, and even more so today's leader, must be an agent of change.

Management's primary responsibility now is to ensure the promotion and planning of change.

Managers interact with people at every level, inside and outside the organisation. As a change agent, a manager's key responsibility is first and efficient implementation of change.

### *By the end of this session you will have:*

- *Identified the different categories of change that affect your environment*
- *Analysed the different reactions to change*
- *Defined a model to scan your organisation's ability to change*
- *Learnt to use the 3 pillars of motivation for change*
- *Sketched communication plan for practical cases*

### *Speaker: JACQUES MARTINOT*

Jacques Martinot is a partner and Director in Krauthammer.

Krauthammer is an international training, consulting and coaching firm. Since 1971, it has become the European reference for implementing behavioural change within organisations. Its team consists of 180 full time consultants and trainers.

Jacques Martinot has broad experience in change management, global projects and is a dynamic and interactive speaker. Beyond increasing awareness about the topic, his motto is "What will be the benefit for the audience? What are they going to change in their organisation?"

**There will be a two-hour plenary session on "change management" followed by group workshops. Each group will identify an example of real change based on practical cases prepared during the workshops that will be shared during the final plenary session.**

**In advance of the meeting participants will receive an exploratory questionnaire from the speaker in order to gain a better understanding of their requirements and objectives.**