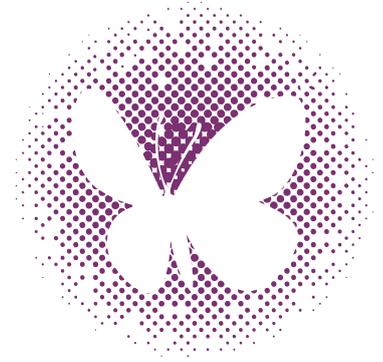# Client Case Study:

Change Management Partnership working: A British Council of India Sponsored Change Management Course

The Cultural Change Company was invited by the team at Adam Smith Business school, University of Glasgow to support a multi-disciplinary teaching team and design and deliver core elements of a change management course sponsored by The British Council of India.

The participants involved individual executives from across the Indian Private and Public sector who were experienced business change professionals responsible for designing and managing change interventions that will help support their business colleagues prepare, adapt and embed new ways of working inclusive of cultural change.

The four modules we delivered across 16 workshops to two cohorts of participants were:

1   **The challenge of leading change**

2   **Creating a change leaders mindset**

3   **Mapping change for successful interventions**

4   **Leading cultural change**

Our client Dr Xiang Li Associate in Practice, Lifelong Learning and International Development at the Adam Smith Business School University of Glasgow when reflecting on the course post-delivery said:

"I worked with David on a British Council commissioned Change Management course at the University of Glasgow Adam Smith Business School this year. David has been a fantastic colleague, a fascinating lecturer and an amazing coach to me. He genuinely cares about leadership development and was so patient and generous with his time to help the next generation of leaders grow. He is knowledgeable, charismatic and inspirational. He built great rapport with learners and was able to tailor his approach to meet the learners' real need. The participants on the course found his teaching very engaging and practical. As David's colleague and coachee, I would wholeheartedly recommend him to anyone or any organisation looking for training in leadership development/change management."

Fundamentally the main aim of the course was to introduce participants to cutting edge techniques and classical methods of preparing for, designing and implementing change in their organisations.