



RAY MURPHY FUND: A Case Study

Deirdre Murray

Deirdre received a grant to undertake a Certificate in Managing Change at the Institute of Public Administration (Nov 2010 – April 2011).).

Key outcomes of the course:

- The opportunity to develop the appropriate knowledge to become a change agent
- To develop the skills to analyse the current situation within the organization
- To diagnose and determine what kind, if any change is required
- to know how to use the tools, processes and methodologies available to implement the change;
- To lead and to embed the change and finally to continue with the work.

Overall these leadership skills will be of benefit to any organisation with regard to day to day management and any need to affect change into the future.

Reflecting on her experience Deirdre said, 'The key learning outcomes for me are that change is a complex process, necessitating a strong leader and change agent. I feel that I understand the theories of change, the methodologies and toolkits available, some of which are pertinent in day to day leadership of an organisation and not just for change. I feel that I have enhanced my knowledge and skills and this will stand to me in on-going leadership within the organisation and other roles into the future.'