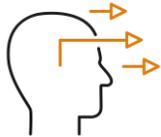




DEFINITION AND OVERVIEW



“The rate of change isn’t going to slow down...competition in most industries will speed up even more in the next decades.”
- John P. Kotter, Author

The Change Leadership Workshop helps participants explore the context of organizational change and learn how to minimize its impact on self and team.

Participants will leave the workshop understanding how to successfully lead change, step fully into their leadership roles and responsibilities, leverage strategies for overcoming resistance to change, and communicate effectively throughout the transition.

WORKSHOP COMPONENTS

This highly interactive program can be offered as a module within a program or as a standalone workshop and is effective as a half-day or full-day session; however, we can modify the content to fit within any time frame. Potential components include:

- Vision and Alignment
- SMART Goals
- Energy/stress Management
- Learning Agility
- The Roles of Change Management and Change Leadership
- Responses/Resistance to Change
- Resilience, Readiness, and Responsiveness
- Peer-coaching and Feedback, Case Studies
- Emotional Intelligence
- Change Models such as Bridges Transition, E+R=O, Kotter’s 8-Step Framework

BUSINESS DRIVERS

The U.S. Department of Labor estimates that productivity decreases by 75% when an organization undergoes complex change. However, if an organization uses a change leadership approach during complex change, they’ll see a return on their investment of 143%.

In today’s increasingly dynamic and complex workplace, it’s crucial that leaders are able to help the organization quickly and effectively navigate a near-constant state of change.

COMPETENCIES

Leaders who are competent in this area are able to:

- Manage their own emotions and stay optimistic during change
- Communicate early and often the purpose/impact of change
- Engage employees when planning and executing change
- Model personal resiliency, agility, and effective stress management
- Create a compelling vision and align their own behavior with that vision
- Seek input and feedback during times of complex change in order to respond to concerns or address gaps in information
- Produce results consistent with the change; recognize the efforts/results of others