

Embracing Change

How Individuals and Organizations Can Transform Risk into Reward

For those who truly embrace change, who understand the dynamics of change, and can apply the tools of managing change, opportunities abound.

This seminar provides an introduction to the fundamental concepts, techniques, and best practices of leading change. It reveals the challenges individuals face and how they can prepare for, cope with, and facilitate change among subordinates and peers alike. This ability to bring cross-functional expertise together, focus limited resources on results, and achieve timely success has become a defining quality of successful individuals and organizations. Application of these research-based and experience-validated best practices helps reduce unexpected problems, increase team effectiveness, and improve authentic participation—creating an agile, productive, and transformational environment.

Objectives

- List the four stages of change and describe behaviors you might observe in each
- Describe four common change archetypes, relative difficulty, and resource requirements
- Describe the key success factors for leading an effective change initiative
- List four common change management mistakes to avoid
- Describe three strategies that improve buy-in and authentic participation
- Describe the content of an effective change management plan

Outline

Introduction to Change Management

Why Change can be so Difficult
What Research Reveals: Success/Failure
In Your Own Experience...
Greatest Obstacles to Change

Leading Effective Change

Prerequisites to Success
The Leader's Role in Change
Responsibilities by Stakeholder Group
Big Mistakes that are Easy to Avoid

Dynamics of Change

The Change Life-Cycle Process Model
Systems Thinking as a Change Perspective
What to Expect—Four Change Archetypes
Balancing Risks, Resources, and Rewards

Dealing with Resistance

All Change is Personal...
Identifying Resistance
Dealing with Our Own Resistance First
Managing Expectations and Attitudes

Essential Communications

Creating Focus and Urgency
Reducing Fear and Anxiety
Reinforcing Positive Performance
Communications Best Practices

Planning and Implementing Change

The Change Initiative Process
Elements of an Effective Change Initiative
Change Management Planning Checklist
Change Readiness Assessment Survey

