

Leading Meaningful Change

Mastering the Dynamics, Skills, and Tools of Change

Today's relentless change threatens almost every organization. But for those who embrace change, understand the dynamics, and can apply change management tools and techniques, opportunities abound!

This program provides the essential concepts, techniques, and best practices for leading meaningful change. It reveals the challenges individuals and their organizations face and how they can prepare for, cope with, and facilitate essential transformations. The ability to bring cross-functional expertise together, focus limited resources on key results, and achieve timely success are the defining qualities of today's effective leader and the agile organization. Learn how to apply these research-based and experience-validated best practices to reduce unexpected problems, improve authentic participation, and deliver transformational change.

Course Objectives

- List the top five success factors for effective change initiatives
- Describe the leader's role in each stage of the change management lifecycle
- Describe the critical dynamics at work in your current or anticipated change initiatives
- List common change management mistakes and describe how to avoid them
- List actions you can take to reduce or eliminate change resistance behaviors
- Describe four change archetypes and list their relative risks, resources, and difficulty
- Discuss the importance and content of effective change leadership communications
- Describe the content of effective change management plans

Course Outline

Why Change Management?

Why Change can be so Difficult
A Case for Change Competencies
What Research Reveals: Success/Failure
Identifying Your Greatest Obstacles
Five Key Improvement Areas

Leading Change

Prerequisites to Successful Change
The Leader's Role in Change
The Sponsor's Roles and Responsibilities
Big Mistakes that are Easy to Avoid

The Dynamics of Change

The Change Life-Cycle Process Model
Systems Thinking as a Change Perspective
Reinforcing and Intervention Strategies
What to Expect—Four Change Archetypes

Dealing with Resistance

All change is personal...
Identifying Resistance in Others
Dealing with Our Own Resistance First
Managing Expectations and Attitudes
Supervisor Responsibilities

Essential Communications

Influence and Persuasion for Change
Most Important Messages for Employees
Most Important Messages for Managers
Timing and Delivery Considerations
Change Communications Best Practices

Planning and Managing Change

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

Formats

On-site training in 4-, 6-, and 8-contact hour versions

Breakout session formats in 60-90 minute versions

Web-delivery formats in single and multiple session programs

For keynote programs on leading change see ***Trust Your CAPE***, and ***Leadership in Turbulent Times***

