



distinctions

Empowering Others to Lead Change

The success of an organization experiencing change often depends on how people react and adapt to change. Using a model developed by William Bridges in *Managing Transitions; Making the Most of Change*, participants explore the crucial role leader's play in championing change, communicating the reasons for change and helping others overcome resistance typically associated with change. Through a series of self-discovery exercises and an assessment instrument, individuals better appreciate their own reaction and possible anxiety related to change. Through increased self-awareness, managers can better anticipate and support their people through the change process.

Discussions on change management within an organization help participants understand the actions needed to anticipate, plan and execute a change initiative. Participants learn how to make change a positive experience by focusing people on a shared vision, championing continuous improvement, building partnerships, and creating an environment in which learning is encouraged and rewarded.

This program also incorporates Paradigm Shift technologies for presenting new ideas that lead to change acceptability, plus an animated *Who Moved My Cheese?* version of having fun with change!

Objectives

- Advance participants' capabilities to champion change in support of the organization's corporate strategic direction, business imperatives and stated objectives.
- Develop the ability to lead and manage change initiatives in the face of current projects, priorities and other corporate initiatives.
- Learn how to anticipate a given team's reaction to change initiatives and formulate action plans to overcome them.
- Understand key success factors in change management initiatives.
- Acquire the skills to champion and facilitate change by assuming these roles confidently and competently.

As a result of the program, participants will learn to:

- Apply the change management model and toolkit to current and future change management initiatives.
- Hone skills in communicating, listening, and dealing with managers, peers, direct reports, customers and others – especially as it relates to communicating key messages around change initiatives.
- Create a change management plan and lead one that assures success.
- Identify action plans for developing key change management leadership competencies.
- Incorporate key metrics at various phases of a change management initiative and know how to fulfill on the outcomes.
- Address individual and team concerns regarding the impact of change.

