



## Course Description

Every organization is where it is today because of many changes. Whether the change involves moving from a cramped location to a new modern facility, adding to staff size; embracing a new policy or process; adopting new technologies; dealing with turnover; focusing on a new product; or a host of other possible shifts in direction. An organization's history is a chronology of the changes it has experienced.

Change is no longer a choice; it's a requirement of doing business. To inspire and manage change is a key skill for any leader to learn. Effective leadership can make the difference between an organization succeeding or failing during a change initiative. In this course, leaders can learn the larger context for change and their role in making it happen.

Many organizations need to learn how to work in new ways to achieve their vision. Working in new ways means change for everyone.

During this 4-hour workshop we will focus on:

- ▶ How to **embrace** change with a growth mindset of constant growth and change.
- ▶ How to **manage** change with an understanding of the change process. Change is a bottom-up process, starting with an understanding of how individuals go through change.
- ▶ How to **lead** change by inspiring others, showing strength, being decisive, being resilient, reducing resistance, and responding to strategies that increases the involvement of others.

## Workshop Objectives, Goals & Outcomes:

Increase your confidence and competence to help yourself and others navigate through change:

- ▶ Understand the change process and Cycle of Change to learn how you may feel as you go through change.
- ▶ Understand that adapting to change is not a technical, external process, but an internal, attitudinal process.
- ▶ Explore the stages of transition people go through when adapting to change, and learn strategies for getting through this process more quickly, more productively, and with less stress.
- ▶ Identify strategies to support the implementation of change in the workplace.
- ▶ See change as an opportunity for self-motivation and innovation.
- ▶ Explore generational differences and response to change
- ▶ Practice new skills with hands on practice with relatable/relevant case studies.