

Commit to Change

Lead and enable your people to focus through and then hit the ground running when your business changes

Change in every work environment is not only inevitable but critical to success. Empower your people to embrace and leverage the change opportunity within an organization and support and lead them through the transition of change. This course is designed for directors, managers and team leaders to facilitate effective team management within their groups. Participants to this program will be able to:

1. Understand the impact of change personally and organizationally
2. Define four phases of change and understand related impact
3. Evaluate best practice approaches to facilitate success change management
4. Leverage the benefits of change and explore methods to minimize related risk
5. Create an environment of true openness to facilitate change management
6. Create communication tools and language to lead team(s) through change
7. Create a change action plan tailored to the needs of your organization

Learning Outcomes

Change: the New Normal

- Understand the impact of change on organizational structure, performance and outcomes
- Understand the personal impact of change on employees
- Benchmark current experiences and attitudes
- Survey current knowledge of team environment

Communicating Change

- Develop the change language and understand how effective communication will create positive reaction and outcomes
- Understand how to engage in one-on-one and team communications around change
- Communicate to instill confidence and motivation in both the leader and the team member

Change: Looking at the Specific Internal Change

- Discuss current change within organization
- Define impact on organization internally and externally
- Identifying individuals affected by change
- Identify barriers to successful change implementation
- Establishing a change advocate

Engaging in and Persevering Through the Tough Stuff

- Define vision and rationale for change
- Create clearly defined strategy for implementing change processes
- Understanding how to gauge success and how to realign with strategy when faced with challenge