Leading and Managing Change
The Only Constant is Change

When change occurs, the ability for a team and an organization to be successful depends on its ability to analyze, design an approach and manage the change in the best interest of the enterprise's business model and strategy. Leaders have a responsibility to attend to the organizational, team and personal requirements and challenges related to the evolving environment.

This course provides a model for the change process, tools for assessing individual and organizational readiness for the change, techniques for guiding the organization and coaching the individual through the change, and methods for measuring the success of the change. Embedded throughout the module are analysis and design tools necessary to attend to the broad enterprise organizational requirements, pressures, resistances and systemic impacts of change.
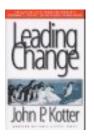
Who Should Attend: Any executive, manager or individual contributor that must influence, support, create or implement change

Course Length: 3 days

Student Materials: *Leading and Managing Change Participant Guide*, 295 pages

Benefits

- Identify unique barriers that impact the success of a change initiative

- Employ techniques of change that focus on the structural, process and interpersonal elements of the enterprise

- Use concepts and techniques of human motivation for encouraging positive-productive behaviors and discouraging counter-productive behaviors

- Developing a change management strategy for a team that can successfully implement change

- Optimizing group performance during change

- Create change that will be driven by individuals within the organization and sustain itself over the long-term

What You Will Learn

- Assess the skills of team members, sponsors, and change agents and then creating a plan for enhancing and leveraging those skills

- Identifying likely sources of resistance to change and developing strategies for managing that resistance

- Create a communication system for a change initiative to build momentum and keep it moving rapidly forward

- Optimize group performance during change

- Identify key symptoms that point to a systemic change or problem that needs to be addressed