

Leading Change with Purpose

Overview

In this workshop, each participant will use an actual business scenario that needs a plan of action to lead change for their own work or work in which they are involved. A series of individual and small group action-learning activities are used to help the participant become proficient in the 4 steps of analyzing, planning, applying and measuring the success of leading change. Boundary setting and adapting to change techniques are applied to effectively navigate subjective environments. Proven tools are provided to understand how to effectively navigate the 4 stages of change. Working in ambiguous environments is explored for buy-in to sustain positive change and mobilize the right people in the organization. At the close of the workshop the participant will leave with a 100% completed plan that can be used in workplace to achieve defined objectives to meet measurable business results.

Learning Objectives

Upon the successful completion of the course the student will:

- Lead through the 4 stages of change; 1) Denial, 2) Resistance, 3) Exploration to achieve 4) Commitment
- Identify and positively embrace ambiguity through reframing situations for understanding
- Develop specific, measurable, accountable, realistic, and timely goals to sustain change
- Construct what-if scenarios and contingency plans to maximize output and minimize potential negative effects
- Create an environment and plan that identifies issues and applies tools to gain acceptance to sustain positive change
- Reframe situations and setting boundaries for success
- Quantify the value of successfully working through ambiguity
- Create a feedback system ensure action taken is delivering the needed results
- Develop a plan for action

Course Topics

Key topics covered within the course include:

- Types of Change
- Factors Driving Change
- Cost of Poor Change Implementation
- Change Leadership vs. Change Management
- Task and Relationship
- Phases of Transitions
- Ackoff's System Approach
- Kotter's 8 Steps for Leading Change
- ROI for Change and Transition Management
- Defining Success Criteria
- Creating a Feedback and Measurement System