

Leading Change

Overview:

It has been said that “the only thing that is constant is change” and anyone in today’s marketplace would agree. Not only is the amount of change increasing, but the speed and breadth of change can be mind numbing. Major change efforts have successfully positioned many organizations ready to embrace the future. But in too many situations change efforts have been disappointing at best, catastrophic and demoralizing at worst. Acknowledging change isn’t enough – any change effort needs to be executed by using a thorough, holistic and systematic process. Participants will be exposed to several change models and then will create their own customization to best fit their “back at the office” operating realities.

Focus Areas:

- Making change happen and making sure it sticks
- Harnessing the power of your people – making change their idea
- Defining a compelling reason for change that is irrefutable
- Communication that answers all of the questions
- Becoming the organization of tomorrow

OJI – On the Job Impact:

- Avoid the common pitfalls of failed change efforts
- Successful change execution across the organization
- Knowing when to declare victory of a change effort
- Changing the organization through changing the people

Who will benefit:

- Leadership teams that are initiating change
- Managers and the teams who must “sell” and execute change efforts