

Understanding & Enabling Change

Overview

In this 1- 2 day workshop for up to 25 people, much of the time is spent dealing with issues the participants face. The typical agenda includes these topics:

- the drivers for change
- determining the types of change required – developmental, transitional and transformational
- why people resist change and how to help
- models for leading change
- case study
- going from “their change” to “my change”
- building on existing values and culture
- application to our organization
- how to engage our people
- action planning
- creating hope
- what I need to do as a leader
- how I can help my people
- next steps

This workshop is customized to the needs of your group and is a combination of theory and experiential activities.

Objectives

- Help leaders adapt to organizational change.
- Give leaders concepts, tools and methods to help their people through the change process.

Principles

- leaders must be visible, must have a personal investment in the process and must provide the resources to accomplish what needs to be done
- Leaders must understand their own mental models in order to understand and change their behavior
- there must be honest and frequent dialogue and communications about change – the need, the vision and goal, the means, the measures and progress achieved
- there need to be visible, understandable models for change
- systems and practices must be aligned with the changes that are needed – rewarding what we do need, discouraging what we do not

- people are much less resistant to change that they create than to change which is imposed on them
- people, especially leaders, need to understand how their behavior and performance contributes to overall results
- people must ultimately take responsibility for their own contributions to the change

**Who should
participate**

Anyone in a supervisory or management position.