The Power of Change

More than ever before, organizations are evolving, innovating and changing to stay relevant and ahead of the competition. Leadership at all levels are being asked to communicate, support and successfully manage all stages of the change process. This course provides a framework to develop positive and creative leaders who will motivate their teams through change and the opportunities that come with it.

Module 1
Communicating a Change Vision and Strategy

Participate in group exercises to explore the major elements of organizational culture. Discuss mechanisms for communicating the mission, vision and strategy of change initiatives. Gain tips and tools for setting the stage for change within your organization.

- Discuss the three key components of change communication (vision, strategy and reason) and their importance in the four levels of servant leadership
- Recognize how the major elements of organizational culture impacts the outcome of change initiatives
- Discuss how consistent, open discussions about inefficiencies, barriers and problems can prime employees for change

Module 2
Joining the Alliance for Change

Gain insight into the value of transforming the perception of change to an outward focus. Engage in an exercise to identify the appropriate situations for reaction, transaction and proaction. Learn how to involve others in activities that engage personal involvement and discovery.

- Discuss ideas that can be put in place within your team or organization to drive an outward focus for change
- Identify your team's sphere of control as it relates to change
- Describe an activity to guide teams away from complacency and into an alliance for change

Module 3
Conveying Urgency and Empowering Change

Gain an understanding of three techniques to alter behavior and motivate action: the rule of reciprocity, the principle of consistency and commitment, and the nudge theory. Collaborate with peers to develop a strategy for transforming resistance to change using a scenario-based exercise.

- Discuss specific ways to demonstrate an honest change narrative to employees
- Using one or more of the three motivating actions in this module, identify a strategy to institute change
- Discuss a specific change and how one or more of the techniques in this module might improve how change is received by employees

Module 4
Generating Short-Term Wins

Collaborate with peers in identifying the leading qualities of short-term wins. Practice constructing short-term goals using a recently published case study. Learn a daily activity that will immediately improve how you empower your team to achieve consistent short-term wins.

- Discuss examples of short-term wins that exemplify real, visible and tangible results
- Express the qualities of short-term wins using the case study provided

⊘ Review a plan for facilitating progress using a Daily Check-In Checklist

Establishing a Climate of Change

Engage in peer discussions to discover the benefits and pitfalls of rapid and long-term change. Gather tips to improve how your team monitors and rewards short-term wins. Develop an understanding of surveys and information gathering techniques to assess change from inside and outside the organization.

⊘ Discuss the implications of rapid and long-term change

⊘ Recognize techniques to avoid two common change mindset traps

⊘ Identify methods for assessing the impact of change on employees and the organization

A Culture of Change

Complete an assessment to identify your organization's culture. Learn how to work with your peers to extract strengths and potential areas for growth within your organization's change culture. Examine standards of conduct to gain an understanding of how culture impacts individual effectiveness.

⊘ Write a description of your organization's change culture

⊘ Discuss the implications of risk-taking and non-traditional ideas, activities and actions

⊘ Identify a plan for reinforcing the culture that you envision for your team

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