

## Leading Change

Organizational change is a fact of business life. New opportunities, new products, and new business initiatives are all exciting developments that signal change and disruption of the usual course of business. Most of these change efforts require significant adjustments in how people accomplish their work objectives. The “Leading Change” workshop teaches leaders how to identify and address the typical reactions that employees have to manage and account for, allowing for smoother and less disruptive environments during periods of change.

### Expected Outcomes for Participants

- Acquire an understanding of employees’ responses to organizational change
- Be able to identify the various adaptation phases of change during a change initiative
- Understand the role of the leader in a change initiative
- Learn and develop strategies for effectively leading employees through organizational change

*“Leading Change provided our leadership team with the tools we needed to gain employee acceptance of and commitment to major changes we were experiencing in our organization. The course provided us with hands-on strategies that we could immediately employ that were outlined in an easy-to-understand and engaging manner. Without these tools, I feel our change initiative would not have gone as smoothly as it did.”*

**–Sherrie Mueggenberg, Production Manager  
MBS Genetics**



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### Training Agenda

- The Difficulty of Change
- Activity – “What’s Going on Here?!”
- Phases of Adapting to Change
- The Leader as a Change Catalyst
- Introducing & Exploring a Change Initiative
- Addressing Personal & Practical Needs
- Key Strategies for Leadership Interaction
- Sustaining Strategies
- Final Tips & Strategies for Leading Change

### Length of Class

4 hours

### Class Size

15 people

### Client Responsibilities

- Invite participants
- Secure room for training & ensure set up as directed
- Supply refreshments and meals as required

### Trainer Responsibilities

- Supply participant materials
- Facilitate session

