Change Management – Leading Successful Change

Title of Course:	*Leading Successful Change*		Length of Course (# of Hrs/Days):	16 hrs/ 2 days
Total Price of Course: Price Per Participant			Minimum Number of Participants:	12-24

Description

Leading Successful Change provides an in-depth view of how to successfully lead, manage, and implement change and transformation in the increasingly challenging environment of the 21st century. Course content includes a review of the primary external and internal forces that are causing organizations to change, the role of the change agent, the overall models and tools used to lead change, the common restraints to implementing change, crucial success factors behind all change efforts, dealing with labor relations and HR issues in a win-win way, and a comprehensive review of how to get employee's hearts, hands and minds behind new changes. Participants will also participate in a 360 degree change agent assessment that will create clarity around their strengths and weaknesses regarding their ability to lead successful change. This workshop is highly interactive and experiential. Participants will engage in an Airborne Data Diskette simulation that accurately depicts the challenges and opportunities with organizational change. Because of its modular nature this workshop can be shortened, lengthened, or spread out into 4-hour blocks based upon the agency's needs. Workshops can be delivered in standard form or can be carefully customized and tailored to specific client needs and cultures.

Who should take this course?

Federal, Tribal, Government or Civilian Agency leaders and employees who will be involved in a change effort, transformation, or implementing strategic initiatives

What participants will gain:

This workshop will provide the skills, knowledge, and expertise necessary to lead successful change. Templates and tools will be provided that will enable participants to return to their organizations confident and eager to fulfill their roles in leading change, engaging in transformation, or implementing strategic initiatives. This workshop is noted for its high impact nature in terms of knowledge retention and skill application due to it being founded upon a proven, three-phase approach to learning:

Phase 1: Workshop preparation (pre-work)

Phase 2: Workshop event (training event)

Phase 3: Workshop application (post workshop application assignments)

Participants will also generate incredible clarity around their current strengths, weaknesses, and abilities to either lead or participate in change through an in-depth 360 degree profile.

Course Content

Defining Organizational and Personal Change

The 21st Century – Why Change is the Norm?

Airborne Data Diskette Simulation

The Crucial Role of Organizational Change Agents

Leveraging Key Models and Tools to Create and Implement Change

Ensuring Implementation by Creating Energy Commitment to the Plan from all Employees