



Leading Change

AUDIENCE

Anyone responsible for the creation of change strategy and the stewardship of its implementation.

Become a steward of change strategy

Program Benefits

Leading Change helps participants:

- Understand the critical eight steps leaders must take (in sequence) to ensure that change takes hold
- Discover a set of best practices for each of the eight steps
- Assess their organization's current ability at each of the eight steps of change
- Using a real and current change issue, determine the current state of the organization, and the organizational readiness for the change
- Receive a set of Change Power Tools to be applied for accelerating the leader's ability to lead change

Program Description

Having identified a current and real change initiative, participants create a picture of the current state. They define the organizational readiness for the change. If the change has already launched, participants can also assess where the organization was at during the time of change initiation.

Participants continue to analyze the change initiative through the remainder of the eight steps in the *Leading Change* model:

- If this is a launch of a change initiative, they make plans for successfully preparing for and implementing each stage
- If this is a change initiative currently underway, they determine at which stage the change is in; if any steps have been skipped thus far; what to do if steps have been skipped; and they then prepare for success in subsequent steps

Participants leave having grasped a full understanding of their role as a leader in overcoming complacency in any organization to achieve sustainable change. They also leave with an actual plan to be applied on a tangible change initiative.

Implementation/Customization

Leading Change is typically included as part of a comprehensive leadership development strategy. Contact your account manager for additional ways to implement the program.