



EPIC CHANGE™

AUDIENCE

Change leaders, managers, and contributors from all functional areas and levels of the organization.

Change Leadership for the GlobalAge

Program Description

EPIC CHANGE™ is the result of a multi-year research project in which TRCA worked with a variety of organizations in business, government, healthcare, education, and the non-profit sector. The goal was to isolate the dominant patterns and key skills of successful change leadership. What has emerged is a practical and applied approach that is totally unique in the field of change.

EPIC CHANGE teaches leaders the EPIC methodology, which is a universally applicable approach to leading change at all levels of an organization. It includes three elements:

1. A Framework—Strategic Level
2. A Methodology—Tactical Level
3. A Set of Tools—Operational Level

The EPIC methodology is based on the concept that change consumes large amounts of organizational energy and that it's the leader's primary job to create and replenish energy to fuel the effort. Colin Price, Director at McKinsey & Company, recently observed, "The most important factor in change is to create, sustain, and channel the organization's energy." But how?

In order to do this effectively, leaders must learn what the major sources of energy are in a change effort and the sequence and pattern in which organizations draw upon them. This pattern of exertion—or the way organizations perform work and absorb stress during the change process—was discovered in TRCA's empirical research and is known as *The Power Curve of Change™*.

The program consists of nine modules that are outlined below. It can be taught in a one-day or two-day format. The one-day format is for cross-functional teams that are working on a variety of change projects. In the one-day program, participants learn the methodology and skills and begin completing an in-depth change plan in the training program. The two-day format is for intact teams that are working on a particular change project together. They learn the methodology and skills and complete an in-depth change plan together during the training program.

- Module 1: Leadership and Change
- Module 2: The EPIC Methodology
- Module 3: Evaluate with Agility
- Module 4: Prepare with Urgency
- Module 5: Prepare with Credibility
- Module 6: Prepare with a Coalition
- Module 7: Prepare with Vision
- Module 8: Implement for Early Results
- Module 9: Consolidate for Sustained Results

[CONTINUED]

EPIC CHANGE

Implementation/Customization

EPIC CHANGE is designed for leaders who have the responsibility to lead or help lead change projects. The program is directly relevant and immediately applicable for all levels of management. It can also provide enormous value to individual contributors who are responsible for influencing their organizations within a team setting. The EPIC methodology applies at every organizational level, including at the team, functional area, business unit, and enterprise levels.

EPIC CHANGE can be taught to both intact and cross-functional teams. For intact teams, the program is especially effective if participants are able to focus on an actual change project on which they are working. If actual change projects are not available, TRCA provides case studies for simulation and discussion.

