

Impact First: Leading Organizational Change That Lasts

Leadership Development



9038



In-Class



8 hours

Course Description:

This course is designed to equip participants with the knowledge and capabilities required to lead and manage organizational change effectively. Participants will examine the core principles of change management, identify common barriers to change, and develop strategic approaches to cultivate a culture of adaptability and innovation. Through a combination of theoretical frameworks, real-world case studies, and interactive exercises, attendees will acquire the practical tools needed to design and implement impactful change initiatives.

Target Audience:

Managers, Team Leaders, Change Agents, HR Professionals

Course Objectives:

- Understand change within the organization
- Appreciate the key steps in effecting change
- Create a vision for the organization
- Obtain the necessary participation
- Lead the change process

Course Outline

Module 1: Change & The Organization

- Recognizing the Need for Change
- What is Change?
- Diagnosing the Need for Change
- Re-balancing the Equilibrium
- Unfreezing Tactics
- Transition (Moving) Tactics

Module 2: The New Change Leader

- Key Steps for Effecting Change

Module 3: Visioning

- Formalize the Need for Change
- Identify Issues & Potential Consequences
- Develop Alternative Solutions

- Choose the Appropriate Vision
- Formalize the Vision

Module 4: Obtaining Participation

- Education & communication
- Participation & Involvement
- Facilitation & Support
- Emotional Reactions to Change
- Obtaining Participation
- Building Trust

Module 5: Lead the Change

- Facilitation & Decision Making
- Facilitating Basics, Outcomes, Products, & Process
- The Environment
- Facilitating - Teams
- Implementation Team Members
- Balancing the Power

Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises

Upon Successful Completion of this Course, participants will obtain:

0.6 CEUs

Course Language:

English Material
Bilingual Explanation

Prerequisites:

N/A