

## *Change*

### ***Change Management***

In many organizations, the only constant seems to be change. Both internal and external factors impact organizations. Faced with new and different systems, people, environmental conditions, structures or regulations (to name a few), participants learn to focus on the opportunities inherent in change. Causes of resistance to change and strategies for overcoming resistance are explored.

Organizations that survive and thrive undergo a variety of transformations, some planned and some random. ***Change Management*** helps individuals understand the value of change and the challenges of change. When organizations change leadership or when policy changes, often the opportunity to become proactive rather than reactive in the change process is missed. With an understanding of the change process and the value of change, organizations are able to focus on their mission and strategy as they are transformed into more effective and more efficient entities.