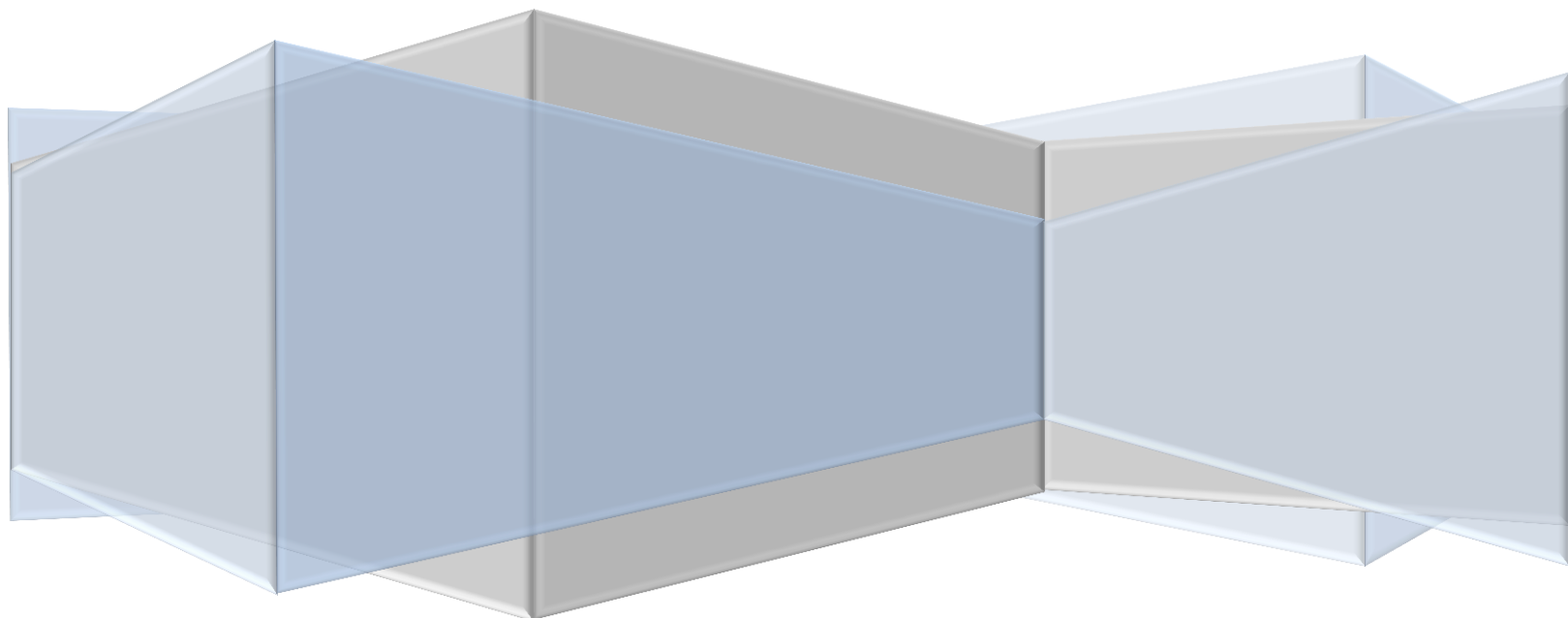




Performance Improvement

Change Leadership

A One-day Course



Change Leadership

A One-day Course

»Specific course duration (Half-day, One-day, Two-day, Three-day), content pieces, and exercises, are determined after consultation and are based upon the needs of the client group.

1. Why “Change Leadership”?

- A. “The only constant is change”—What’s happening in the world?
- B. Change fundamentals
- C. Types of change...
- D. Not being too sure or too set in our ways

2. Distinguishing the Responses of Others

- A. The most common response
- B. Overcoming fear...A Six Step Process
- C. Recognizing predictable dynamics of change
- D. The four types of Change Mentality and their effects on performance—short term and over time

3. Leading yourself through Change

- A. Knowing why/ Knowing how/ Knowing yourself
- B. Temperament and response to change
- C. Three core principles that increase your odds of implementing change successfully

4. Understanding Transition

- A. Three phases of implementing change
- B. Emotional responses in each
- C. Productivity during change
- D. Working through the process

5. Techniques for Surviving Change

- A. What is Resilience?
- B. Special Characteristics of resilience & how these can impact the change process
- C. The tools you need...Developing resilience

6. Supervising/Managing Others Through Change

- A. Determining/Recognizing where others are in the process
- B. Recognizing “needs” of employees during change
- C. Communication during change—the glitches and the essentials
- D. Powell’s Five Levels of Communication

7. Broad Brush on the Big Picture

- A. Ten factors for successful change within an organization
- B. Managing complex changes within an organization—the elements
- C. Summary and Conclusion

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The following is a baseline price range. Fees vary depending upon extent of customization, and number and experience level of trainers/facilitators involved in the intervention. Preferred client and volume discounts are available. Not-for-profit agencies also may receive a rate reduction.

One-day workshop	\$3,000 – 4,500
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Travel expenses billed separately

