

Leading Effective Organizational Change

Course Overview

Improve your success in leading change through this interactive, reality-based class. The focus is on the human side of change, which is where most leaders get into trouble. This course is designed for supervisors and managers and will challenge them to rethink how they lead change. However, anyone leading change efforts or interested in understanding more about change would benefit from this course.

The course can also be structured for groups of workers who want to understand how to participate and thrive during times of change. Organizations may want to consider this option when they are about to undergo specific change in the workplace, such as mergers, facility transitions, or implementation of new technology.

The course is enhanced through student interaction, PowerPoint, video taped interviews, and other change related videos. Learning activities are designed to give participants ideas to address agency specific issues that can be used when they return to the workplace.

Key blocks in this fast moving one-day course include:

- Defining Change
- Identifying six Stages of the Transition Cycle
- Building Commitment for Change
- Dealing with Resistance

A two day version is available that adds these topics:

- Preparing Leaders to Lead Change
- Understanding Other Change Strategy Models
- Connecting Strategic Planning and Change

Course Objectives

- A. Understand that the key to successful change focuses on the transition aspect of change, which involves the process people go through to accept change.
- B. Identify steps leaders can do to promote change.
- C. Understand the six stages of transition cycle and be able to identify aspects of each stage.
- D. Identify five key steps to building commitment for change.
- E. Introduce a five step process to constructively deal with resistance.

Comments from participants

“I would recommend this class to others because it’s really beneficial to our organization as we go through tough times.” Matt Powers

“I would recommend this class to others because Mr. Switzer is well organized, and prepared to present relevant and important information pertaining to leading effective change.” Lee Dorey