

Change Management for Leaders

Length: One Day

Managing Change Skill Development

Good leaders have always been expected to be able to solve new problems, capitalize on new opportunities and navigate through the ever-changing landscape of business. Leadership is a complex process by which the leader influences others to perform and achieve. The leadership attributes – belief, values, ethics, character, knowledge and skills – are all traits, which can be learned. This course provides the basis for understanding what leadership is and what leaders do to successfully lead a change initiative.

Dealing Effectively with Unacceptable Employee Behavior

You will learn practical solutions for insuring a change initiative is completed. You will go back to work with the skills necessary to achieve optimum change results. You will learn communication skills that are critical to maintaining an open dialog with the employees who do the change initiative.

Course Content

MODULE 1: INTRODUCTION & OBJECTIVES

- Program objective
- Maximum impact, Minimal Time
- 2 skills of change manager

MODULE 2: FUNDAMENTALS

- Leadership and communication
- A recent change initiative
- Why change initiatives fail
- An illustration of success

MODULE 3: UNDERSTANDING

- First skill of a change manager – Understanding
- What is the employee's perspective
- Principles of motivation

MODULE 4: LEADING

- Second skill of a change manager – Leading
 - Authority vs. responsibility
- An initiative that did not work
- Leading
- Essential building block- collaborating
- Creating a change team
- The art of listening – E.A.R.

MODULE 5: THE MATCH EXERCISES

- Your story, Org distribution
- Alignment XR.
- Awareness of how this helps

MODULE 6: NEXT RIGHT STEPS

- Plan for tomorrow