

PROGRAM DESCRIPTION

The time for managing change is over. In today's fast-paced global economy, the new expectation is to seize change and make it work for you—actually make change part of your individual and organizational competitive edge. This half-day workshop explores the change process, along with guidelines and strategies you can use immediately. And with The New Reality™ handbook, you'll be able to continue to apply these principles. **Our ultimate goal is to help you take advantage of the new opportunities brought to you every day as a result of this constant, complex change.**

OBJECTIVES

Participants Will:

- Understand that change is universal and driven from the outside in
- Understand the Individual and Organizational Dynamics of Change
- Learn how to mitigate the drop in productivity during times of change
- Understand the Phases of Resistance and the types of communication needed in each
- Understand the three types of behaviors during change and where to invest time and energy
- Understand how to create a more Change-Adaptive Culture and the power of rewards and consequences

THE NEW REALITY™ SESSION

Provides a Foundational Understanding of the Change Process

THREE GUARANTEES

- Change is Here to Stay
- It Won't be Trouble Free
- You Are Accountable

PREDICTABLE DYNAMICS OF CHANGE

- Individual Dynamics
- Organizational Dynamics
- What to Do

PRODUCTIVITY IMPACT

- Transition Period
- How to Mitigate
 - Individual and Organizational Competitive Advantage

RESISTANCE TO CHANGE

- Phases of Resistance
- What it Looks Like/Sounds Like
- Pace and Placement
- Where Am I?
 - Dangers
 - Types of Communication
 - Gaps
 - Accountability
 - Tools to Address

CHANGE-ADAPTIVE CULTURE

- A Culture Change Story
- Change-Adaptive vs. Change-Incompatible
- Behaviors, Behaviors, Behaviors
- Critical Mass
- You Get What You Reward
- Personal Choice
- Senior Leadership Actions

THE NEW REALITY

- Strategies
- Application
- Foundation

WRAP UP

DELIVERY FORMATS

- Four hours – the most common delivery format
- Two-hour keynote
- Three-hour workshop/keynote
- Full-day workshop (five to six hours)
- Two-day workshop