

Change Management

One Day Guided Intervention

Course Description

Change Management course, you will learn how to manage both proactive and reactive change. We will look at change from several different perspectives to understand why it's so difficult to recognize and accept change. That will help you better manage both yours and others' reaction to change.

Organizational: We will learn how each individual is impacted as an organization progresses through the process of change. The better prepared you are, the more positive your response will be.

Psychological: We all respond differently to change. Understanding how people react to change and recognizing the biggest psychological barrier to change will help you accept change and respond to it more effectively.

Physical: Evolution has wired us to interpret change as danger. Becoming conscious of the biochemical effects of change will make it easier to deal with change.

Team: During times of change, team-members take on varied roles. Understanding the nature and value of each role will help them work with each other positively through any change, no matter how continuous or life-altering.

Course Outcomes

- Understand the biological phenomena that prevent us from accepting change and learn to overcome them.
- Recognize the concepts of chaos theory which focus on reactive, adaptive, and proactive behaviors and lead others from reactive to proactive performance.
- Diagnose team members as change pioneers, shifters, and settlers and formulate strategy for utilizing the value of all three types of employees.
- Understand how change affects creativity, risk taking, and leadership, and create a strategy for improvement.
- Employ the critical elements necessary to effectively communicate change to others.
- Recognize the symptoms of a team dysfunction because of resistance to change and design an influence strategy for moving others into positive territory.
- Develop a six step strategy to thrive in times of turmoil, making change your ally.

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Course Content

1. Introduction

- Exercise: What does change feel like?
- Case study: How would you react to this change?

2. Integration of Change: Acting to Accept Change instead of Allowing Natural Human Response to Take Over

- Change model
- Steps to bring change into an organization
- Anticipating and dealing with reactions to change
- Chaos theory and how humans adapt to change

3. What Prevents Us from Accepting Change: Overcoming the Big Barrier to Change

- Acknowledging biases
- Video: The new business of paradigms
- Paradigm pioneers, shifters and settlers
- Timing

4. The Physiology: Understanding Our Body's Reaction to Change

- Understanding brain reaction to and bio-chemicals released during change
- Interpreting physical symptoms resulting from change
- Handling the physiological impact proactively
- Reactively handling anxiety, fear, apprehension, depression and other negative effects of change that hamper ability to work productively or accept change
- Creating a plan to “take care of the body” to overcome negative reactions to change

5. Becoming a Successful Change Agent: Bringing Ourselves and Others through Change Unscathed

- The nine principles for dealing effectively with change
- Using metaphors to influence others to better see the future and accept change
- Brainstorming and ‘force field analysis’ to effect positive change
- Developing a plan to move through change resiliently

6. Summary: Making It Work for Me!

- Personal work plan for managing change
- Seven dynamics of change
- Wrap up and Q&A

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Target Audience

Do you have an idea for a new way of doing things that you must get others in your organization to appreciate and embrace before it can become reality? Does your success depend on fully engaging yourself or others in responding to the change that has been thrust on you? Whether you need to advocate change or just deal with it, this course can help you learn the strategies for successful change management.

Other Details:

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