

Change Acceleration Process



Leading Change

Overview

Workshop Objectives



Provide opportunities for direct application of change tools to current change projects.

Define leading change, based on theories and research, as a framework for managing change.

Provide a means to measure the effectiveness of implementing the change tools.

Facilitate “learning by doing” and “learning from each other.”

Provide ongoing support and coaching for change management projects upon request.

CAP Workshop



Description :

Provides participants with a framework for leading change, including tools for guiding them through current change initiatives.

Is pragmatic, hands-on application of a change leadership discipline.

Focuses on real-time change projects, when possible.

Has engaging group and individual challenges, practice scenarios, leading change assessments, project milestone measurements, individual reflections, small and large group discussions, and change agent tools.

An optional follow-up day, 3 to 6 months following, for participants to review the success of their change initiative, to measure the effectiveness of the tools and their application in the workplace, and to obtain consultation from us and their peers.

Learn how to avoid the Four Common Mistakes made in Managing Change



The scope of the change is misdiagnosed

Change is viewed as an event rather than a process.

Leaders fail to understand their role in leading change

The human element of change is not adequately addressed.

Learn how to Navigate the Change Curve

Leading Change

Initiating Change

- DEFINE PURPOSE
- CREATE A SHARED NEED

Mobilizing Commitment

- DESIGN THE FUTURE STATE
- BUILD INVESTMENT

Assessing Progress

Transitioning

- SUSTAIN THE CHANGE
- BUILD SYSTEMS & STRUCTURES

Make Change Last

- MONITOR RESULTS & LEARNING
- BECOME "A WAY OF DOING BUSINESS"

**New
Business
Practices**

Learn How to Lead Change



INITIATING CHANGE: Creating business relevance and meaning for a change is essential for success.

MOBILIZING COMMITMENT: Managing the human element of change is central to the success of the change.

TRANSITIONING: Create the conditions within which the change can occur successfully.

MAKING CHANGE LAST: Managing change is a process, not an event.

“Life Is Change.

Growth Is Optional.



Choose Wisely.”