

Successfully Managing Change (1 Day)

This course is a dynamic program for Leaders, Managers, Change Agents and HR Professionals. It provides an understanding of the significance of human relations in a changing environment that will enable the participant to be effective at leading others through change and introducing change in ways that minimize resistance.

Changes occurring in government and the private sector represent a whole new shift in thinking about how to conduct work. With each change, each employee is required to make his or her own personal shift, if their individual plan is to move ahead because those who cling to the past will be left behind. Along the way, leaders and managers should have become more effective at leading others through change and at introducing change in ways that minimize resistance.

Assessing and overcoming resistance to change have emerged as essential leadership skills. Now you can develop the knowledge and skills necessary to do this by attending this training program based on the tools and concepts in Dr. Ken Hultman's influential book "Making Change Irresistible."

Objectives:

After successfully completing this course, the attendee should be able to:

- Thrive in a new working climate
- Develop skills and Techniques when dealing with resistance to change
- Discover how to lead others through change
- Increase participant's value and worth to their agency and to themselves
- Improve Inter-employee Communications, Cooperation and Trust
- Develop Strategies to convert change to opportunity
- Communicate the change with persuasion and win support

Course Content:

Understanding Resistance

What is Resistance

The Psychology of Resistance

Understand the impact of Values, Beliefs, and Feelings on behavior

Become more sensitive to value differences between people

Assess your own values by completing the Mega Value Scale

Compare old organizational values, beliefs and behavior with those needed
now

Leading Others through Change

Understand why people resist change

The Dynamics and Psychology of Change

The Change Process - Assessing Resistance

Resistance Diagnosis Exercise

Learning Methods for Introducing Changes made by others

Gain Acceptance for Changes you want to make

Understand when and how to involve others in change decisions

Plan change in a way that prevents or minimizes resistance