

IMPACT

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REAL WORLD CHANGE MANAGEMENT

A column by **Scott Franklin**

Hey, Ref! Can we have the ball back?

A friend of mine grew up playing football in junior leagues, then all through both high school and college. He didn't go pro, but for the love of the game went on to referee for high school games. In one of his first games as a referee, the ball carrier got hit and fumbled the ball right at my friend's feet. Over twelve years of intense training kicked in and in a flash, he jumped on the ball and 'recovered' the fumble. The play stopped and one of the players asked "Hey, Ref! Can we have the ball back?"

The world around us is constantly changing - more people, more technology, more information. In this increasingly dynamic environment, there is greater pressure on leaders and managers to get problems solved quickly. After watching my friend jump on the ball, I realized that leaders routinely make a very similar error. In organizations, however, the 'fumble' is not a loose football, but an urgent problem that surfaces.

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High Impact Learning - Customized Training Solutions

High Impact Learning is learning that changes behavior to achieve desired results and is a process, not just a single event like "taking a class." The Life Cycle Institute helps organizations determine if learning/training is the answer to a performance shortfall. When learning/training is needed, the Institute can design a High Impact Learning solution that includes:

- Defining competencies and skills
- Assessing gaps
- Creating High Impact Learning interventions that produce results
- Documenting application of new abilities.

When retention strategies and support beyond the classroom experience are included in the learning initiative, the application of new knowledge and skills can increase by up to 80%.

[Read more about High Impact Learning.](#)

To learn how the Life Cycle Institute can design a High Impact Learning solution that delivers maximum results for your



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organization, email us at education@lce.com or call 800-556-9589.



[View Scott Franklin's Video on Leading Organizational Change](#)

Leading Organizational Change

We live in a world of continuous change. Building responsive organizations that effectively adapt and manage change is critical to survival. Change brings uncertainty and uncertainty demands leadership at all levels of an organization. Leading Organizational Change (LC) teaches you the tools and skills required to become a Change Leader.

You will learn to:

- Identify the reasons change succeeds and why it fails
- Identify the ingredients for implementing and sustaining change
- Create change management, communication and risk management plans
- Build a sponsorship roadmap for change leaders
- Identify and adapt leadership and communication styles to become a change leader

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you.

This Month's IMPACT Webinar:

Darwin, the Referee, and Learning to Fish!

Hosted by Scott Franklin

On Thursday, May 28 at 1pm EDT, join Scott Franklin as he explores in depth the role of leaders, supervisors and managers in organizational change and it's critical enabler - organizational problem solving.

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