

## COURSE DESCRIPTION: **Leading Organizational Change**



What is your organization's "Change Intelligence"? Are the people in your organization well trained change agents or do they find themselves struggling through the current "Flavor of the Month"?

Leading Organizational Change is an interactive workshop that focuses on creating change agents. Designed to raise the "Change Intelligence" at all levels within your organization, attendees learn how to recognize the forces that create change and the forces that prevent change – and the critical leverage points to get the best results with the least effort. Starting with basic change theory, the workshop quickly moves into practical application of the proven best practices of structured, managed change. At the conclusion of the workshop, your organization will have a significantly more capable change agent ready and able to keep your company agile, adaptable, and competitive.

### **Learn How to:**

- Explain key factors for successful change
- Describe critical aspects of effectively leading people through the change process
- Identify the difference between a technical change and a transformational change
- Define the critical role of leadership in successful transformational change
- Measure leadership effectiveness
- Assess and quantify an organization's 'Readiness for Change'
- Calculate the 'Change Risk' and identify specific risk mitigation activities in the areas of:
  - Communications
  - Sponsorship
  - Resistance Management
- Use the five step change model to manage the key milestones of successful change
- Develop an effective communication plan
- Develop a structured Resistance Management Plan
- Create a Change Management Strategy
- How to present the strategy to executives, managers, supervisors, and employees.

### **What Our Students Are Saying:**

"Life Cycle Institute's facilitators have the distinct talent for conveying messages within the training program. Some people are a wealth of knowledge, but cannot train others. Your facilitators can!"

- Cher Jones, Alcoa

### **Who Should Attend:**

Successful change is led from the top and implemented from the bottom – therefore, successful organizations have found that effective change agents are critical throughout the organization. Leading Organizational Change is an active workshop that is purposefully designed to increase the change management skills for all levels within the organization – from senior executives to entry level employees. By working together on both real and hypothetical exercises, the attendees get exposed to all aspects of the change process. Employees get to see executives in a new light and senior managers gain important insights from the people closest to the product (and the closest to the changes).

### **Course Information:**

Each class includes a comprehensive active learning manual, morning and afternoon refreshments, lunch, and the use of a fully equipped e-business center. Classes are held on Tuesday through Thursday. All students completing a class at the Life Cycle Institute will receive a certificate of completion awarding 2.1 CEUs.

**Location:** 4360 Corporate Road, Charleston, SC 29405

### **Life Cycle Institute:**

Life Cycle Institute is a recognized and respected leader in Learning, Leadership and Change Management solutions. Be prepared to be an active learner. When you invest in training with the Life Cycle Institute, you will gain knowledge and learn skills that you will be able to apply immediately. Our courses are designed to teach by doing. Your training with the Life Cycle Institute is different because we offer:

- Facilitators who practice what they teach and teach what they practice
- Course content that is constantly updated with the latest proven tools and methods
- Adult learning methods that minimize lecture and emphasize learning by doing
- Classrooms that are specifically designed to facilitate learning

### **Registration:**

**Download our class schedule** for the latest class dates and course costs or contact the Life Cycle Institute at: 800-556-9589 • education@LCE.com • www.LCE.com

### **Private Classes:**

Your training needs are unique. Unique needs may require customized, on-site training. Learn from practicing reliability professionals – on your site – at a time convenient for you – tailored for your environment. For more information please contact education at: 800-556-9589 • education@LCE.com • www.LCE.com