

## **Leading Organizational Change:**

### ***The Important Stuff That's More Important Than the Other Very Important Stuff***

Change management is frequently described by catchy phrases like “the soft stuff is the hard stuff,” but human resistance to change is a powerful force that can surface during a low-impact change (a new administrative form) or a high-impact change, such as a shift in product line. How do you move change management from abstract notion to real-world change management practices and influence people to change behavior?

During this live 2-hour online course, our change management expert will lead you through activities that bring change management techniques down to earth. Participate in modules like:

- Who's who in the zoo? Understanding the critical roles in a transformational change effort
- DOA: Why most change initiatives fail before they start
- Resistance management IS change management
- Bringing it home: what works, what doesn't and why

You will leave the class with an increased understanding of how to apply change management principles in the real world. You will also create job aids to help you motivate people to thrive during times of change.

## **Learn How To**

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**Differentiate between a technical change and a transformational change**

**Review strategies to plan for the emotional side of change**

Define the size and intensity of the change

Define organizational readiness for change

Identify the different roles and responsibilities in change management

**Review the elements of a successful change management plan**

**Recognize the expectations of leadership during a change initiative**

**Recognize the most common change mistakes and review mitigation strategies**

## **Who Should Attend**

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This online class is ideal for managers engaged in process improvement initiatives. Suggestions include General Managers, Plant Managers, Corporate Reliability Managers, Maintenance Managers, Operations Managers, Maintenance and Operations professionals and Human Resource professionals.

## Life Cycle Institute

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Think it's impossible to have an interactive, effective online course that produces results? Think again. It is possible to meet your training needs in a Life Cycle Institute online course. Be prepared for an active online environment. Our live, web-based courses are highly interactive and combine the elements of social, facilitated and self-directed learning to maximize online training effectiveness. Our courses are designed to teach by doing, and include tools and practical guides to help you implement learning on the job.

- Facilitators who are practitioners and experts in learning transfer
- Participant-centered learning design and online engagement tools – minimal lecture and maximum practice
- Facilitated, social and self-directed learning activities
- Flexible classes so any technical skill level can achieve maximum engagement and knowledge retention

## Scheduling & Pricing

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Contact us to schedule a private class for your organization.

**Location:** Life Cycle Institute, 4360 Corporate Road, Charleston, SC 29405-7445

**Registration:** 800-556-9589 • [education@LCE.com](mailto:education@LCE.com) • [www.LCE.com](http://www.LCE.com)

## Customized Online and Blended Learning Solutions

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Your training needs are unique. Unique needs may require customized, online training. We can perform an online or in person needs analysis to help you determine training needs, then customize a solution that blends online, classroom and individual training. For more information please contact Dan Anderson at 800-556-9589 or [education@LCE.com](mailto:education@LCE.com).

## Course Facilitator

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### **Scott Franklin**

With over 20 years experience in organizational design and change management, and a dedicated focus on delivering sustainable improvements, Scott is a well-respected authority on organizational change, specializing in the leadership responsibilities of change management. Scott brings specific expertise in the areas of creating a combined learning organization in parallel with a strengths-based organization, while simultaneously creating a culture of execution.