

Change is the law of life. And those who look only to the past or present are certain to miss the future.

John F. Kennedy

Change adopting organizations are infinitely better prepared for the realities of today's marketplace than are change averse organizations. In today's marketplace:

- The rate of change required by competitive industry is increasing.
- Organizations must undertake a broad range of initiatives.
- Organizations must respond to advancements in technology and knowledge.

This four-hour interactive session explores the challenges leaders face when dealing with change themselves and when they are responsible for leading others through change.

PROGRAM GOALS

- Increase your awareness of behaviors, emotions, and performance that individuals and teams experience throughout change.
- Gain skills necessary for leaders in a Change Adopting Environment.

PROGRAM MODULES AND LEARNING OBJECTIVES

Module One: Individuals Who Adopt Change

- Recognize your own comfort level with adopting change
- Identify impending change
- Understand why people resist change
- Create personal strategies for adopting change

Module Two: Leading in a Change Adopting Environment

- Describe the elements of a long-term leadership approach for creating a change adopting environment
- Describe the elements of a short-term leadership approach for change adopting situations
- Help other team members adopt changes
- Plan your leadership actions

PROGRAM SPECIFICS

Audience: All managers, supervisors, and team leaders with the responsibility to coach others through change

Length: Four hours

Format: Workshop environment with discussion and skill practice

Class size: Up to 18 participants per session

Note: A three-hour version of this program, *Adopting Change: Eating the Beetle*, is available for employees with no responsibility to coach others through change.

TESTIMONIALS

"This workshop was great. It was such a good foundational piece for change awareness."

Manager, Shared Services, Southern California Edison

"This program provided me with skills that will really help me to guide my employees through the change process. It helped me formulate the conversations we need to have about change."

Project Manager, Transmission and Distribution Business Unit, Southern California Edison

"No one likes change; however that doesn't stop it from happening. This program gave me some great techniques for dealing with it myself and for helping others through it."

Team Leader, CSBU California Edison



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