



## LEADING CHANGE

### Learning Objectives

This hands-on one day workshop is designed for leadership to accelerate an organizational change initiative.

By the end of this workshop participants will be able to:

- Describe the pathway to successfully lead change
- Communicate change in a manner that engages both the head and heart
- Articulate the importance of trust when engaging others in a change process
- Define the different manner in which people respond to change and the implications for leaders
- Demonstrate an understanding of the importance of intrinsic motivation in making change occur
- Compare different communication needs and how best to meet these needs
- Identify the importance of strategies to improve level of involvement in leading change

## PROGRAM FLOW

### KEY CONTENT AREAS

#### Welcome

- Introduction, Learning Objectives
- Leadership 1.0 – 2.0

#### Introduction to Five Key Levers

- Vision and Passion
- Communicate Clearly
- Engage and Involve
- Optimize the Impact
- Sustain Success
- Activity: What We Do Well/Less Well

#### Building Trust

- Change With and Without Trust
- Character, Connection and Competence

#### Vision

- Not the What or the How but Why
- Link to Strategy

#### Communicate Clearly

- Principles – TLC
- Emotion vs. Intellectual
- Whisper Down the Lane
- Buttermilk Activity

#### Engage and Involve

- Go Figure
- Power of Engagement
- Engagement Scenarios/Consequences

#### Optimize the Impact

- Start/Stop and Continue
- Tapping into Core Motivations

#### Sustain Success

- Short Term Wins and Progress
- Celebrating Success

#### Workshop Close

- Action Planning

