



## Fundamentals of Change Leadership

The level, rate and frequency of change in our lives today can be overwhelming! Being change agile as leaders and as organizations can lead to greater success both personally and professionally. This eight-hour course, *The Fundamentals of Change Leadership*, is designed to help participants learn to be effective in leading themselves and other in this ever-changing world. It provides an environment for leaders to discuss the difficulties and challenges of leading change and introduces change principles and frameworks to apply to a real-life change situation that they are, or will be, facing within their respective workplaces. A change readiness assessment tool is provided.

### Program Objectives:

- Increase personal knowledge related to change leadership
- Understand the impact of change
- Identify personal and others' needs and concerns
- Apply change management theory to a personal change situation

### Course Overview:

This course uses a highly interactive teaching style, combining group initiatives and discussions with relevant theory and principles to make a rich and engaging learning environment. Every participant is encouraged to bring a specific change initiative to the class to achieve real time application of the course content.

### Content:

- **Feelings About Change:** natural positive and negative feelings about change
- **Key Elements in Change:** change formula
- **Change Skills Inventory:** self assessment on important change skills
- **Achieving Successful Implementation:**  $S \times E = C$
- **Resistance to Change:** why and how people resist change
- **A Positive Approach to Resistance:** Surface, Honor, Explore, Check
- **Emotional Stages of Change:** Kubler-Ross Cycle and Stages
- **William Bridges' Model:** Endings, Transitions, New Beginnings
- **Action Planning:** taking the next step