

Leading People through Change

Purpose: To develop your capacity to lead people through change in a way that builds commitment.

Day One:

Morning

Introduction

- Introduction to learning through experience – theory, practice, reflection, application to workplace
- Participant objectives

Response to Change

- Change: Setting the context
- Personal responses to change
- Understand stages of change and implications in the workplace
- Personal Change Inventory

Change in Action

- An experiential activity and debrief session designed to explore personal and organizational response to change

Afternoon

Leading People through Change

- Building commitment
- Identify best practices – what works

Review and Reflection

- Key insights from the day, connecting to the workplace

Day Two:

Morning

Change Initiatives

- Work in small groups to develop a strategy for a “real life” change initiative in your organization
- Present change strategies
- Feedback and observations



Afternoon

Developing Yourself to Lead Change

- What will it take from you?
- Understand your strengths and areas for development
- Support structures

Action Planning

- Next steps – application to specific challenges in the workplace

BETTER leaders, BETTER teams, BETTER results!

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