

Leading Transitions®

Choosing Best Practices To Manage Change

Purpose

Change is constant.

Driven by global competition, advancing technology, increasing customer demands, etc., all industry leaders experience growth, downsizing, reorganization, mergers and acquisitions, and re-directions in strategic and/or operating plans. Often following are changes in leadership and shifts in team membership (due to a promotion, transfer, new hire, resignation, leave of absence, retirement, termination, etc.).

The magnitude, momentum, and complexity of change experienced within organizations today are unprecedented. And, the need for leaders of change has never been greater.

Being a change leader is not just being a manager. Leading people through a change effort is different from leading them to perform a project. Change leaders use a subtle process of mutual influence that brings together thoughts, feelings, and actions to produce a collective effort that serves the purpose and the values of all stakeholders. This highly interactive workshop provides a summary of best practices to manage change within organizations.

Leaders engage in new directions and use change to continuously improve business results & skills of team members. Effective teams optimize team performance during challenging times.

Objectives

1. Lead team members through the stages of reaction to change
2. Identify leadership actions to accelerate the change management process
3. Facilitate team transitions to gain acceptance (and overcome resistance)

Audience

All team leaders (strategic leaders, tactical managers, and project leaders)

Prerequisite

- ☑ “Influencing For Business Results® (Using DiSC®)” (JC Training Program is recommended)

Duration

1 half-day, or, 1 full-day program (depending on objectives and exercises selected)

Materials

- ☑ **Participant Workbook, including selected practical on-the-job tools:**
Stages Of Reaction, Leadership Actions, Change Announcement, Change Experience Organizer, & Ways To Assess/Manage Stress
- ☑ **Leading Transitions® Job Aid** (1 laminated 2-sided cardstock reference)

Business Results

- Maintain a focus on productivity while experiencing change
- Gain acceptance and commitment to desired goals and change plans
- Accelerate transitions to contain costs
- Minimize resistance by understanding objections and communicating benefits
- Redirect and implement team efforts to address new strategic/operating priorities



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*Providing business leaders
lasting competitive advantages
through improved
team performance*