CGWA

Leading for Change

Is change coming to your organization?

Do you have a bulletproof strategy for successfully implementing that change?

Change is fraught with risks and resistance. Do you know where those problems lie? Are you prepared to handle them?

Organizations are undergoing change at a faster rate than ever before. Organizations must become change nimble, and the leaders must become more adept at leading and sustaining change successfully.

How an organization promotes and handles change can impact not only the success of an organizational initiative, but the level of confidence and trust in the leaders of the organization. Confidence and trust levels will impact subsequent change initiatives, leading to an organization that can either resist or embrace change.

This workshop focuses on helping leaders to plan and implement change effectively. It provides both a roadmap and tools for leading change successfully.

TOPICS

- Creating a sense of urgency for change
- Developing a coalition for change
- Identifying what really needs to change; the psychological challenges
- Strategies for planning and implementing change
- Mitigating potential risks of failure and resistance to change
- Communication tactics that work
- Sustaining results

RESULTS

At the end of this workshop, participants will be able to:

- Create a sense of urgency and a vision of the change that is clear in intention and appealing to stakeholders
- Identify when to partner, build allies, and utilize team structures to build support for change and to lead the transition
- Identify the steps and considerations important in planning and implementing a change, and apply them to a real-life situation
- Analyze the potential organizational impacts of their change initiative
- Anticipate and mitigate potential risks and resistance to change
- Develop communication, deployment, and launch strategies
- Determine the factors that will help to institutionalize the changes and sustain the results
- Recognize reactions to change and what it takes to move people toward acceptance

All courses can be customized for each group's specific needs.