

Managing Change and Transition



Length: 1 day

Audience: All employees responsible for implementing change

Life is always evolving, and every organization and individual is affected by change and transition. Unfortunately, organizational change initiatives fail at an alarming rate, and many are then perceived and/or dismissed by employees as “projects of the month.” In this workshop, participants learn the steps necessary to successfully implement change initiatives and explore strategies to apply the Organizational Change Management Life Cycle methodology (Identify, Engage, and Implement). The course trains organizational leaders to communicate change appropriately throughout the organization and secure employee engagement at all levels of the organization.

Objectives:

- Review Kotter’s 8-step change model
- Analyze cycles and gain a measured understanding of the transition management process
- List steps needed to effectively manage change and transition
- Name and clarify three phases of transition
- Write an implementation plan for a simulated organizational change
- Describe obstacles that prevent employees from accepting transition
- Define conflict
- Name the origins of conflict
- Analyze underlying causes of resistance and negativity and learn ways to address them

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