

## Leading Change

*“Behaviour change happens mostly by speaking to people’s feelings.” - John Kotter*

The pace of change is ever increasing and yet the ability of our organizations to lead effective change processes is still limited. Research carried out by The Global Future Forum has found that as much as 58% of top executives in the Fortune Global 500 admit their organization is ineffective at managing radical change. Implementing change has become the most important challenge for businesses trying to compete in a turbulent world and experience shows that the core issue is never strategy, structure, culture or systems but simply changing the mindsets and behaviour of people.

Effective leaders of change are able to identify the mindsets and behaviours that are desired and then focus on positively reinforcing the desired behaviours at the individual level. The objective of this workshop is to help leaders implement sustainable changes in their groups and the organization by focusing on emotions, mindsets and behaviours.

<b>Objectives</b>	<p>At the end of this learning event participants will be able to:</p> <ul style="list-style-type: none"><li>➤ describe the stages of the personal and organizational change cycle and provide leadership practices critical to transition from one stage to the next.</li><li>➤ recognize that emotions are a natural part of the change process and manage emotion effectively (in themselves and others).</li><li>➤ overcome barriers and resistance to change.</li><li>➤ develop action steps to lead their group members through the change process and create sustainable business results.</li></ul>
<b>Content</b>	<ul style="list-style-type: none"><li>➤ Introduction to the Four Rooms of Change®</li><li>➤ Eight steps to achieve organizational transformation</li><li>➤ Leadership practices in a fast-changing environment</li><li>➤ Establishing a sense of urgency when business is good</li><li>➤ Generating momentum to reach the ‘tipping point’ of change</li><li>➤ Influencing mindsets and behaviour through positive reinforcement</li><li>➤ Moving from a ‘push’ to a ‘pull’ approach to change</li></ul>
<b>Learning Methodology</b>	<p>The participants will be expected to do some preparation in advance of the program and describe some key changes they will implement.</p> <p>The workshop will involve experiential-based learning activities, learning instruments, case studies, group activities and discussions.</p> <p>The participants will be expected to commit to a specific action plan to create sustainable changes in their own group or team.</p>
<b>Workshop</b>	<p>This is a three-day workshop for a group of 16 participants working with two Clarion Learning consultants at an off-site location.</p>