

CHANGE LEADERSHIP: HOW LEADERS DRIVE ORGANIZATIONAL CHANGE

Overview

Leaders today recognize the imperative to change – yet only a handful is equipped with the right tools and techniques to create effective change within their teams, divisions, and organizations.

In this workshop, learn how to master change leadership – whether the task is successfully moving downstream change received from top leaders, or making the hard swim upstream with changes called for from below. Learn critical change leadership concepts and practices by capturing major elements of a current real-life change initiative with Linkage's **Blueprint for Change™**. Receive a rock-solid change process and walk away with tools and techniques to move beyond change management to change leadership.

Who Should Attend

Leaders responsible for leading change within their organization

Benefits & outcomes

- Learn how to use a step-by-step process (with supporting tools) for leading successful change
- Learn how to communicate your change message to gain greater commitment
- Gain Skills on how to counter resistance and remove obstacles
- Learn how to assess personal and organizational readiness to take on a specific upstream change

Program Curriculum

Module 1: The Work of Change

- The work of leadership
- A systems approach to organizational change
- Drivers of change map
- The six-stage process for leading change
- Common missteps in change efforts
- Where change fails...or succeeds

Module 2: Make the Case for Change

- Business case for change
- Building your case for change

Module 3: Enlist Stakeholders to Develop a Vision and Strategy

- Stakeholder analysis
- Blueprinting your change

Module 4: Communicating the Vision and Strategy

- Communicating change to employees
- Generating commitment versus compliance
- Improving your change communication effectiveness
- Communications plan

Module 5: Removing Barriers

- Your personal impact of change assessment
- Working with resistance, obstacles, and objections
- Two paths to positive change
- Powerful conversations
- The commitment pyramid
- Crawling out of the swamp: The critical first stage

Module 6: Set Milestones and Acknowledge Progress

- Acknowledging progress creatively
- Setting milestones

Module 7: Reinforcing the Change

- Evaluation levels for change initiatives
- The systemic analyzer
- Cross-dimensional analysis of your proposed design
- The structured debrief
- Altering culture

Module 8: Leading Upstream Change

- Creating a model for upstream change
- Assessing readiness for upstream change
- Personal and organizational change readiness
- Measuring the strength of organizational currents

Linkage Training Programs are approved by the following organizations

