

## LEADING ORGANIZATIONAL TRANSITION: ADVANCED PRACTICUM

(OFFERED IN EXCLUSIVE PARTNERSHIP WITH WILLIAM BRIDGES & ASSOCIATES)

### Overview

Providing guidance to leaders and managers who are responsible for leading organizations through change is a critical responsibility.

*Leading Organizational Transition: Advanced Practicum* offers an exclusive opportunity to further develop your knowledge and expertise while expanding your use of the powerful **Three-Phase Transition Model**.

### Who Should Attend

Those who have successfully completed certification in the Bridges methodology and want to take their application to the next level.

### Benefit & outcomes

- Make the business case for transition management to secure support and buy-in from sponsors and executives
- Understand how to sequence and maintain energy around transition implementation
- Equip yourself with the necessary tools to more deeply apply the transitions framework to your most pressing business challenges
- Engage in a thought-provoking question-and-answer session with Susan Mitchell Bridges (special feature of the San Francisco program only)

### Program Curriculum

Bridges Certified Trainers will explore best practices in:

- **“Selling” transition internally**
  - Cost/benefit analysis
  - Tailoring your approach to the senior leadership team
  - Speaking the right language to make your business case
- **Sequencing your intervention**
  - Cascading your change message
  - Enlisting the right advocates through stakeholder analysis
- **Using organizational and individual assessment data**
  - Online Organizational Change and Transition Readiness Assessment and Individual Transition Readiness Assessment
  - Analysis and interpretation of data results
- **Methods of sustaining focus in:**
  - Formal and Informal Endings
  - Protracted Neutral Zones
  - True New Beginnings

### Based on the content and research of:

*William Bridges & Associates* has helped organizations and individuals deal more effectively with change for over two decades. A pioneer and leader in the field of transition management, William Bridges is widely recognized for his breakthrough thinking on how to help people deal productively with change.

*Susan Mitchell Bridges* has provided leadership consulting and executive development services to individuals and organizations experiencing transition management issues for over twenty years, partnering with leaders who must initiate change and transition in their organizations.

Linkage Training Programs are approved by the following organizations

