

## MANAGING ORGANIZATIONAL TRANSITION

### Overview

Fostering the capacity to implement genuine change is increasingly important as competition becomes global. Research across sectors suggests that the failure rate of change initiatives – reengineering projects, mergers and acquisitions, implementation of strategic plans and of IT systems – is a shocking 70%. Interestingly, the most commonly cited reason determining the success or failure of change initiatives is people. Why you might ask? Because when people are not adequately engaged with change, they resist it tooth and nail. On the other hand, when people identify and let go of what must be left behind and, then, build meaning and reach out for what is new, they become capable of initiating and generating sustainable change.

Learn to manage the internal process, the human process that has been repeatedly identified as the missing link in failed change efforts in business.

### Who Should Attend

Managers who are responsible for implementing and facilitating change within their organizations and who want to gain the skills necessary for leading their teams through a successful transition process

### How You Will Benefit

- Enhance the ability of leading oneself and others through difficult change initiatives
- Understand the critical elements for driving successful change
- Develop coaching skills to create a change-ready culture throughout your organization
- Learn how to create and implement effective transition strategies
- Decrease the negative effects of change on individuals and groups

# COURSE OUTLINE

## Program Curriculum

### Module 1: Change versus Transition

- Managing the human side of change
- Change versus transition
- The three phases of transition
- Leading change and managing transition

### Module 2: Locating People in Transition

- GRASS: the internal signs of transition
- Looking for signs
- Transition and performance
- Listening for words and phrases

### Module 3: Managing Endings

- Managing endings and losses
- Naming losses
- Loss analysis
- Strategies to manage endings

### Module 4: Leading in the Neutral Zone

- Leading people through the neutral zone
- Improving communication during change
- Temporary solution analysis
- Enhancing creativity and learning
- Preparing to coach others

### Module 5: Supporting New Beginnings

- Strategies for new beginnings
- The seven principles of transition management

### Module 6: Case Study

- The first layoff in 20 years: Apex Manufacturing
- Transition interventions

### Module 7: Action Plan and Resources

- Your action plan
- Strategies to manage transition
- Using transition monitoring teams

Linkage Training Programs are approved by the following organizations

