

Senior Leader | Training & Development Offerings

Leading Change (2 Days)

Change is impacting people at a profound level. There are so many changes in everyone's life and work that getting and keeping employees' attention on the critical initiatives is essential. Strategic initiatives can be derailed by lack of buy-in and subsequent lack of commitment to those initiatives. Whether it's a merger/unification or a change in computer systems, "telling people" to just do it isn't enough any more. Leaders need strategies and tools to successfully lead their teams through change.

INTENDED AUDIENCE

Higher level managers and leaders responsible for functions, businesses or larger operations.

DURATION

2 days

WHAT PARTICIPANTS WILL LEARN

Leading Change is an interactive session that will help managers/leaders:

- Identify and focus efforts on key initiatives needed to drive organizational success
- Know and anticipate how people react to change
- Build and implement change plans that recognize and leverage the phases of change people typically experience
- Explore and apply useful tools for planning all aspects of the change initiative
- Design communications and support to help members of the organization embrace the change and minimize resistance
- Develop and drive a sustained process to assure the change initiative is fully implemented and the anticipated results and outcomes from the change are achieved

TO REGISTER

To register for this program e-mail BDTraining@landolakes.com or call 1-800-328-1341.

QUESTIONS

Contact your Business Development Manager.

AGENDA FOR LEADING CHANGE

DAY ONE

A.M. Program Overview and Opening Activity

Welcome and Introductions

The 5-Step Organizational Change Process

Step 1: Determine the Desired Change

P.M. Step 2: Perform Stakeholder Analysis

Step 3: Develop and Execute
Implementation Plan

Step 4: Manage Change at the Individual Level

Evening Homework –
Locator Assessment Profile

DAY TWO

A.M. Review and Preview

Step 4: Manage Change at the Individual Level
– The Change Cycle Stages

P.M. Step 4: Manage Change at the Individual Level – The Change Cycle Stages (continued)

Helping Others Through the Change Cycle

Step 5: Conduct After Action Review

Leading Change Action Plan

Program Close