

Change, Challenge, and Innovation (Tier 2)

1 or 2 Days

Description

Individuals must be able to implement change in order to remain competitive in today's corporate environment. Being able to effectively manage change is a critical factor for the well being of the individual as well as the organization. Through this program you will identify the challenges for the organization, the employees, and the manager during change situations. Additionally, you will be able to use the opportunity of change to foster innovative ideas and solutions.

Prerequisites

- None

Objectives

Upon successful completion of this program, participants will be able to:

- ✓ Describe the basic dynamics of the change process -- the stages people go through and why.
 - ✓ Identify the challenges for the organization, the employee, and the manager during change situations.
 - ✓ Understand and apply specific guidelines in dealing with people's natural resistance to change.
 - ✓ Use the opportunity of change to foster innovative ideas and solutions.
 - ✓ Generate an action plan to enhance your skills at dealing with change in your department and your organization.
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- Pre-Test/Feedback: Your Change Skills
 - Graphic: External Pressures Exert Internal Influences/Responses
 - Exercise: Forces Of Change -- Influences And External
 - Change -- What Individuals Experience During Times Of Change
 - Application: Change Behavior -- S.A.R.A.
 - Case Study: Description Of The Three Change Strategies
 - Exercise: Case Study
 - Exercise: Developing Guidelines For Change
 - Leadership Styles And The Change Process
 - Model: A Successful Change Agent
 - Quiz: Employee Involvement -- Have You Got What It Takes?
 - Application: Planning Your Change
 - Work Sheet: Planning Your Change
 - Chart: Challenge And Innovation
 - Post-Test and Answers: Change -- Challenge And Innovation
 - Action Planning