

LEADING CHANGE



Now available:
Optional 12-week Micro eLearning
Application Program
(see details on page 2)

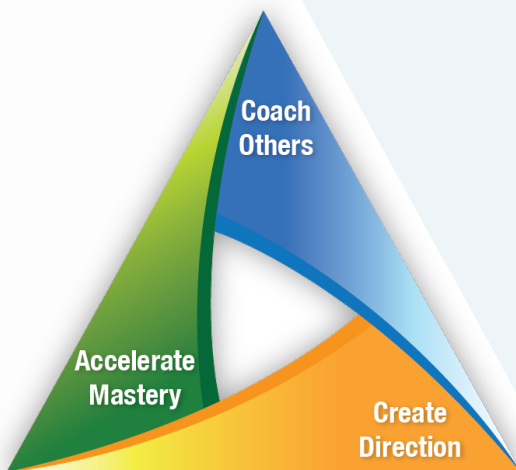
OVERVIEW

In this hands-on workshop, participants will explore the powerful *Leading Change Model* and learn practical leadership approaches for navigating change and supporting their teams in an ever-changing world. The workshop is fast-paced and highly experiential, employing a wide variety of proven educational processes to maximize participant learning and stimulate new ways of thinking about leading change. Brief lectures, engaging exercises, peer coaching, a confidential self-assessment, Coaching Power Tools, and facilitator feedback create a dynamic learning environment. During the workshop, participants will identify the most important business and organization changes they are facing and focus on developing the skills, approaches, and habits that will have the most immediate and significant impact on these changes.



THE LEADING CHANGE MODEL

To effectively lead and sustain change, leaders need to:



1. **CREATE DIRECTION** - build a foundation and motivation for change by crafting and communicating a renewed sense of purpose, alignment, and individual contribution.
2. **ACCELERATE MASTERY** - share expertise and ensure team members quickly master the skills, competencies, and processes necessary for high performance in the changed environment.
3. **COACH OTHERS** - help team members gain a strong sense of role clarity, autonomy, and personal commitment through coaching relationships and conversations in which they explore their personal aspirations, generate new opportunities going forward, and are held accountable to their highest standards of performance.

ONE-DAY AGENDA

Introduction

Leading Change Model

My Big Delta & Alignment
Arrow

Self-Assessment

Create Direction Introduction

Create Direction:
*Leadership Communication
Best Practices*

Create Direction Talks

Accelerate Mastery

Coach Others

Coaching Experiential:
My Commitments

WORKSHOP BENEFITS

Participants will be better able to:

- Gain a deeper appreciation for the change process and their role in making the process a positive experience for themselves and their team members.
- Understand how they can help others navigate through and accelerate the change process.
- Gain immediately usable communication, mentoring, and coaching skills that they can employ to help their team members respond to and thrive in periods of substantial organization and business change.
- Leave with specific commitments that will ensure the implementation of new behaviors and an operational plan.

Organizational benefits will include:

- Improved talent retention, loyalty, and engagement through times of change.
- Higher morale, and improved trust and respect throughout the organization.
- Improved employee sense of value and importance as the organization transitions.
- Increased leadership capabilities to lead and drive change.
- Improved commitment and alignment.

AUDIENCE

Mid- to senior-level managers and leaders who are faced with substantial change or transitions within their organizations. Individual Contributors who lead projects can also benefit from this workshop.

DURATION

One-day, two-day and virtual sessions available.

DELIVERY TYPE

Classroom, conference, or online delivery.

MICRO ELEARNING APPLICATION PROGRAM (OPTIONAL)

Workshop graduates have access to the *Bluepoint Micro eLearning Application Program* powered by Mindmarker, a 12-week reinforcement program designed to maximize the effectiveness of the workshop and help participants make real, sustained change in their day-to-day behavior.