

Course Name Change Leadership Program

Duration and Modality This course is delivered in a one day instructor led session.

Intended Audience

This course has been developed for People Leaders who are responsible for initiating and/or managing transformational change in the organization. This includes executives, senior directors, directors and senior managers.

Positioning

Change Leadership is designed to provide leaders with insights into the complexity of initiating and managing change as leaders of teams or organizations. It reviews the three facets of change leadership that must be dealt with in order for a leader to effectively and successfully lead a team or business through a transformational or major change. These practical approaches and concepts can also be used to deal with day to day impacts of change. The course uses self-assessment and group activities to active the learning.

Learning and Performance Outcomes

Upon successful completion of this course, participants will:

- Understand their role as a change leader from three perspectives
 - Individual Contributor
 - Team Leader
 - Business Leader
- Understand their Change Style and its impact on the way in which they initiate and or deal with change
- Be able to use Change Styles to create effective communication strategies
- Identify transformational change opportunities (optional half day)

Topical and Scheduling Outline

Introduction to the Three Facets of Change Leadership

This unit introduces the core concepts of this program through facilitated discussion around the definition of Change Leadership, a review of the revised and updated Impact of Change Model that includes both an Individual and Leadership component and concludes with the introduction of the Three Facets of Change Leadership Model.

The Three Facets of Change Leadership: The Individual Contributor

This unit provides a deep dive into the Facets of Change Model, starting with the Individual Contributor. In this unit the following questions are answered:

- Why do people respond to change so differently?
- Can we measure and define these differences?
- What can the leader do to help people accept and navigate change?
- What are the implications for how we work with others?

The Change Styles Indicator self-assessment tool measure and identifies the individual style in approaching change and situations involving change in order to manage response to change and increase productivity of the team through effective response to change. A team activity is used as a learning activation practicum.

The Three Facets of Change Leadership: Team Leader

This unit explores the Team Leadership Facet through facilitated discussion and team activities around the following questions:

- How does the leader use personal self-knowledge to lead their team through change?
- What happens when the leader gets stuck in the Team Leader Facet?
- How does the leader effectively use the concept of KUBA™ in conjunction with Change Styles to facilitate effective change?

The Three Facets of Change Leadership: Business Leader

In this unit we complete the exploration of the three facets with Business Leader and discuss how the leaders alignment to and knowledge of strategy impacts their ability to successfully lead a team through change. Topics covered include the Organizational Capacity for Successful Change Equation, and Stakeholder Analysis. A strategy alignment exercise is used as a learning activation practicum.

Transformational Change

Using the skills and knowledge acquired in the session, we facilitate a structured brainstorming session, identifying possible transformational changes that the business could pursue in order to deliver on the strategy. This is tailored for each organization.