

# ChangeWORKS™

## LEADING CHANGE FOR RESULTS

“Change has a great impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to improve the way things are.”

King Whitney, Jr.



### WHAT IS IT?

**C**hangeWorks: Leading Change for Results is a two-day leadership program that provides the knowledge and strategies necessary to initiate and pilot change. Participants gain skills and confidence for leading a variety of organizational changes. They learn how to overcome resistance to change and handle the doubts and concerns of others, as well as their own.

This exciting course includes theory, strategies, tools, practice, and feedback. Course participants actually design an action plan for real change. **ChangeWorks** provides leaders with proven strategies and tools that get results.

### WHY DO WE NEED IT?

Leading organizational change is an act of courage. Leaders have to overcome resistance, obtain support for sponsors, handle competing agendas, and overcome doubts. Leaders need the appropriate skill set—and the appropriate mindset—to effectively implement each change.

Changes often fail because of poor planning, lack of buy-in, and ineffective communication. Leaders really need a map showing them how to handle both the system issues and the people issues that arise with change.

Even when a change is positive, it can create anxiety in people. Ignoring the human dynamics of change is a sure way to limit the acceptance

of a change. This means that leaders must deal with individual doubts and fears while helping people address core issues related to the change. Effective leaders take the time to build the case for change and create a team of supporters.

Once the change is initiated, leaders need repeated communication to help maintain momentum for change. Successful leaders keep people focused on the changes that have the highest priorities and keep themselves committed to seeing the change through.

### **WHO IS IT FOR?**

**ChangeWorks** is designed for leaders (with or without the title) who need to execute changes within their organizations. The strategies and tools gained in this program can be applied to intact teams, departments, divisions, or entire organizations.

### **COURSE CONTENT**

**ChangeWorks** provides a step-by-step change model that creates a map for leading change. Participants gain an understanding of the dynamics of organizational and personal change and can then apply each step of the change model to their real-life situation.

Participants learn to build a case for change, create a vision of the change, develop an inclusive plan, communicate the change, handle resistance, and maintain momentum. They receive feedback on their plans from the instructor and their colleagues. Participants gain confidence in their own ability to effect change and walk out of the workshop with a road map they can use to create the future.

## **OUTCOMES AND RESULTS**

**ChangeWorks: Leading Change for Results** enables leaders to:

- *Gain tools and skills for leading a variety of changes*
- *Prepare an action plan for implementing upcoming changes*
- *Overcome individual and organizational resistance to change*
- *Become more strategic*
- *Gain sponsorship for the change*
- *Build trust in the organization*
- *Reduce the potential negative affects of change*
- *Maximize personal confidence*
- *Maintain the morale of those involved in change*
- *Effectively handle both the process and people issues*



224 SOUTH MAIN, SUITE 215 SPRINGVILLE, UTAH 84663  
TEL (801) 491-5010 FAX (801) 491-0808  
WWW.LIGHTSTORMCONSULTING.COM