

# Leading Successful Change

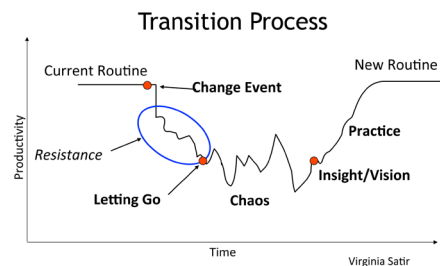


Leading Successful Change

1 day - 7 PDUs

Leading Successful Change is a 1 day class focused on developing the knowledge and tools required to successfully implement and lead change. Students learn that a successful change is dependent on understanding the transition process and applying proven techniques in leading and traversing each stage of the transition.

*“Change happens one person at a time” – Virginia Satir. Whether you agree or disagree with Virginia, most of us can agree that change does happen all the time – so why do most of our major change initiatives take so long?,*



*and why is there so much resistance to the change? With a better understanding of change and transition and some new leadership tools, we will be more successful in leading change in our organizations.*

People go through five phases as a result of a major change – do you know what you can do to facilitate this process? Do you know what leadership techniques to use in each phase?

A successful change plan is dependent on understanding the transition process and applying proven techniques in leading and traversing each stage. The five stages of a transition are described in detail as an example change and transition is presented. Because resistance to change comes in different levels, participants learn to recognize resistance and learn what they need to do to minimize and address that resistance.

Beneficial change techniques like positive focus and effective questions are also presented and then used by the participants as they apply their new knowledge in creating a change plan for a current major change they are leading. Participants leave with a leading change plan template, a completed example plan, and their own practical leading change plan.

## TOPICS YOU WILL PRACTICE AND LEARN:

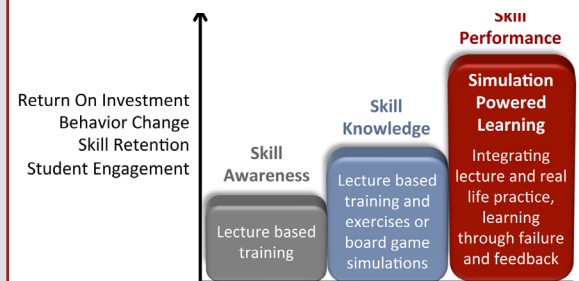
- Change Management
- Why most major organizational changes fail
- Key change questions
- The transition process
- Leading people through the transition process
- Resistance to change
- Creating a positive work model
- The power of Effective Questions
- How to lead people and teams through transition
- Change management leadership
- How to minimize resistance to change
- The difference between change and transition
- How to create a positive work model
- Tools for guiding change and transition
- How to plan and manage a change and resulting transition for a team

## WHO SHOULD ATTEND

This workshop is for anyone who must lead a team or individual through a major change. It is equally valuable for both leaders and managers and is useful to individual contributors as well as team leaders. The learning is immediate, long-lasting and applies directly to your job and your life.

## TURNING KNOWLEDGE INTO PERFORMANCE

Practice makes perfect. Our simulations put participants into a computer generated situation with real-life team members, stakeholders and challenges. Participants make real-life decisions and then see the results of those decisions – good and bad. They go back to work and are able to immediately apply what they have learned!



## TESTIMONIAL

“Good combination of teaching, class discussion and team exercises. The transition change topic helped me understand the nature of change. The conversational style in the classroom worked well for me”.



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