

Managing Change

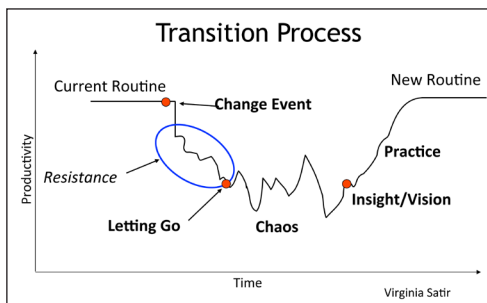


Managing Change

4 hours - 4 PDUs

Managing Change is a companion class to Leading Successful Change. This 1/2 day session provides an understanding of change and transition and simple tools and processes to plan and implement a successful transition. It is focused on personal change and transition and what people in the organization should know about and do to be more successful with an organizational or personal change.

Can you manage change better – helping yourself and others through change and transition with less resistance – consistently?



People go through five phases as a result of a major change – do you know what you can do to facilitate this process for yourself? Do you understand the transition process and know what to focus on and what techniques to apply in each phase to be successful with the change?

A successful change plan is dependent on understanding the transition process and applying proven techniques in 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 personal change plan for a current major change they are experiencing. Participants leave with a managing change plan template, a completed example plan, and their own practical managing change plan.

TOPICS YOU WILL PRACTICE AND LEARN:

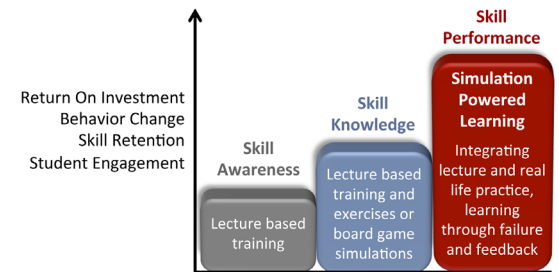
- How to help yourself and others through a major change
- The difference between change and transition
- How to recognize and minimize resistance to change
- How to create a personal change plan for your transition
- The timing differences – why some people take longer to transition than others

WHO SHOULD ATTEND

This workshop is for anyone who must learn how to more effectively manage their own transition to a major change. It is equally valuable for managers and individual contributors. The learning is immediate, long-lasting and applies directly to major workplace and personal changes

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

“This was ingenious! We would never have imagined such a clever way of seeing the immediate impact of changes made throughout a project. Brilliant and effective. And FUN!!!” – M.F. New Jersey Manufacturing



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