



► Change Leadership

Give your change leaders the skills they need to drive effective, sustainable organizational transformation



To make successful and sustainable organizational improvements, companies must rely on effective change leaders who know how to create and disseminate a vision, overcome resistance to change and manage conflict. These skills can make the difference between a successful change effort and a failed one. At the simplest level, managing change means having a clear idea of what you want to accomplish; identifying stakeholders and communicating with them; and knowing how to manage the varying levels of support and resistance that will inevitably emerge in response to any change.

BMGI's Change Leadership course helps organizations build strong and capable change leaders. The course provides practical knowledge of the change process, and tools to help change leaders move through the process. More importantly, it gives change leaders insight into their personal styles, and demonstrates how they can improve their personal interactions with team members, direct reports and others.

Course Description

Designed as an intensive program for teams, or as a class for individual change leaders, this five-day course has the power to dramatically improve an organization's ability to respond to change. Participants learn a structured process for planning, implementing and solidifying change that is based on the approaches of renowned change leadership thinkers such as John Kotter and Thomas J. Killman.

Using experiential learning exercises in an interactive and challenging environment, participants learn a complete process for creating and sharing a motivating vision, getting people behind it and following through for success. In addition, participants are introduced to two powerful tools: the DiSC Personality Profile and the Thomas Kilman Conflict Mode assessment. Both tools teach students more about themselves and how to better work with others.

AT A GLANCE

Course Length:

Five consecutive days.

Who Should Attend:

Executive teams charged with leading organizational change efforts; also for executives, managers, program leaders and change agents who want to gain change management skills

Course Includes:

Training manual, reference materials and data files.

Course Requirements:

Completion of a DiSC profile and assigned reading prior to class.

When is this Course Most Helpful?

BMGI's Change Leadership course is essential for any organization going through change. It can be designed to fit the needs of a single team or a group of individuals. Participants will benefit most when they are:

- Desiring greater unity around the company's purpose or vision.
- Under new leadership, or undertaking a significant transformation in the company's core business.
- Starting a new Performance Excellence initiative, or leading an existing program that is encountering resistance.
- Looking to improve communication and change management skills throughout the organization.

(continued)

“This change course was excellent. It gave my team the essential tools they need to manage change.”

- Alan Hockey
Deployment Leader
Sovereign Health

KEY LEARNING OUTCOMES

On completion of this course participants will be able to:

- Lead and implement change efforts at multiple levels inside the organization.
- Understand and implement the key elements that make change sustainable.
- Develop and implement a change strategy and plan.
- Develop a vision and unify people behind it.
- Analyze the position of key stakeholders and influence them in the right direction.
- Identify and avoid the top eight mistakes of change.
- Identify resistance and create strategies to overcome it.
- Manage conflict better and with more positive results.
- Work more effectively with diverse personalities.

Change Leadership

Agenda

At the end of this class, participants will have a dramatically improved understanding of what it takes to implement and lead successful change initiatives across the business. They will also have new tools to help them accelerate change and make it stick. And, they will have a greater understanding of both themselves and others, giving them the ability to communicate more effectively. The following topics will be covered:

► Change begins with change leaders

- ❑ Key elements of leadership
- ❑ Leadership atom/three circles of leadership excellence
- ❑ The four social styles
- ❑ How to maximize style strengths and minimize style weaknesses
- ❑ How to increase the effectiveness of team interactions to avoid vicious cycle behaviors
- ❑ How to accurately assess and adapt to another's social style

► Change assessment

- ❑ How to assess the change initiative
- ❑ Factors that determine change complexity
- ❑ Key system factors that enable change
- ❑ Eight mistakes of transformational change

► Sharing the vision

- ❑ Understanding the need for a vision
- ❑ How to create a vision
- ❑ How to deliver a vision

► Inspiring a burning platform

- ❑ Identifying a burning platform
- ❑ Balance of consequences
- ❑ What motivates people

► Gaining buy-in

- ❑ Understanding that change is a process
- ❑ Understanding the change curve
- ❑ Force Field Analysis of resistance
- ❑ Recognizing resistance and developing strategies to overcome it
- ❑ Understanding and adapting to conflict modes

► Institutionalizing the new process and leveraging communication

- ❑ Understanding what prevents change from sticking
- ❑ Changing systems and structures
- ❑ Building a change strategy and plan
- ❑ Developing an action plan for the change initiative



BMGI's System Factors pyramid provides a solid foundation for any change initiative.

“It is absolutely amazing how much I have already used the models and skills that I acquired during Change Leadership.”

- Doug Spears
Six Sigma Director
TAMKO Building Products



Breakthrough Management
Group International
USA Headquarters
1921 Corporate Center Cir.
Longmont, CO 80501

1-800-467-4462
+1 303-827-0010
OE@BMGI.com
www.BMGUniversity.com