

Dealing With Change

Course Overview



Course Description

Most change initiatives include training sessions for supervisors and managers to help them better implement those initiatives. However, few change initiatives include sessions designed to help individual contributors better deal with those changes being implemented by their supervisors and managers. To that end, this four-hour program is designed either as a stand-alone session or as a complementary session to the *Leading Change* training. Created in a highly interactive format, the session will help participants deal more effectively with workplace change – and provide specific communication strategies and techniques to help them influence their supervisors and managers to lead more effectively during periods of workplace change.

Course Objectives

Upon completion of this program, participants will be able to:

- Understand the stages of dealing with change – as well as how and why they personally struggle with change;
- Diagnose how they are currently dealing with a significant workplace change, as identified by the *Dealing with Change* Assessment;

- Connect their scores on the *Dealing with Change* assessment to the behaviors of the four key stakeholders in change initiatives;
- Anticipate and overcome the challenges of dealing with change in living systems; and
- Identify ways to help their leaders effectively implement the five dimensions of change.

Key Topics Covered

This course explores the following in depth:

- The Four Stages of Dealing with Change
- Why People Resist Change
- Change versus Transitions
- Change Stakeholder Characteristics
- Change in Living Systems
- Overcoming “Accidental Adversaries” and “Fixes That Fail”
- The Five Dimensions of Change
- Effectively Dealing with Change

For more information – or to schedule a workshop – please contact us today.



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