

# Leading Change

## Course Overview



### Course Description

Most change-management experts agree that traditional, executive-led change initiatives are not as effective as those led and implemented by the individuals most affected by the proposed changes. To that end, this program is designed to help supervisors, managers, and directors implement workplace change more effectively. Created in a highly interactive format, the session gives participants the opportunity to learn, practice, and apply effective communication and employee-engagement techniques and strategies to generate support for – and improve implementation of – change initiatives.

### Course Objectives

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

- Understand the five dimensions of change, the stages of dealing with change, and how and why people struggle with change;
- Leverage their individual change-leadership strengths, while compensating for their individual change-leadership weaknesses, as identified by the *Leading Change at Every Level* assessment;

- Identify and engage the four key stakeholders in change initiatives;
- Anticipate and overcome the challenges of leading change in living systems; and
- Apply effective communication and employee-engagement strategies and techniques to generate support for – and improve implementation of – change initiatives.

### Key Topics Covered

This course explores the following in depth:

- The Four Stages of Dealing with Change
- Why People Resist Change
- The Levels and Dimensions of the Change Process
- Change versus Transitions
- Change Stakeholder Characteristics
- The Traditional Change Process
- Managing a Machine vs. Leading in a Living System
- Leading Change in Living Systems
- Overcoming “Accidental Adversaries” and “Fixes That Fail”
- The Five Dimensions of Change

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



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