



WORKSHOP – EFFECTIVE CHANGE MANAGEMENT

Purpose/Overview:

The intent of this one-day workshop is to provide participants with the understanding and skills necessary to effectively deal with all aspects of organizational change, and its human impact within their organization. The workshop will focus on two key topics: the process of change itself, and how to effectively design, implement, and manage the change process; and how to deal with transitions – the psychological reaction that individuals experience during times of change. Topics to be covered will include:

- The nature and drivers of the change process in organizations
- Assessing the need for and likely impact of change
- A systematic approach to designing and implementing change
- Understanding resistance to change
- Understanding our own change preferences
- Helping to lead both oneself and others successfully through the cyclical personal adjustments that we make during times of change

The workshop will include theory presentations derived from current best practices in the areas of change and transition management. As well there will be group discussions, and experiential exercises that will assist participants in testing and acquiring both knowledge and skills.

Participants will also complete a self-assessment, the Change Style Indicator[®], which will provide them with specific insights as to their personal approach to change,

Learning Outcomes:

Participants will:

- Understand the process of change in organizations
- Develop specific skills to facilitate the planning, design, and implementation of successful change processes
- Understand the difference between the change 'event', and the reactions that individuals experience in response to the event



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- Understand the cyclical nature of the adjustment process that individuals go through in the wake of change
- Identify specific strategies and actions that individuals can take to assist both themselves and others through the process of adjustment to change
- Understand the need for effective and continuous communication during times of organizational change.

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