



## CHANGE

Mid-to-Senior Level Leadership Course	4 hours
Leadership Course	4 hours
Team Member Course	4 hours

English

**Mid-to-Senior Level Leadership Course** - We hold leaders responsible for the "break-throughs" that will catapult the business forward despite the increasing competition. But how can leaders lead change if they're not ready for it or bought into it themselves? Leaders learn the ability to drive change by understanding the importance of stakeholders, multiple viewpoints, communication, and buy-in.

**Does your organization face any of these issues?**

- Are associates feeling de-motivated as a result of shifting strategies, shifting structures, and fewer resources?
- Do your leaders lack the strength, energy, and skills to drive change in today's environment?
- Are your leaders unaware of their personal preference toward change, and their team's preference at each step of the change process?

**Leadership Course** - In today's complex and competitive environment, it's no surprise that a large proportion of workplace change initiatives fail. For workplace change initiatives to be successful, organizations need individuals who are able to turn resistance into commitment and inspire team members to take ownership of change. This course provides the skills and resources needed to accelerate the process of implementing change with their team members and to create an agile work environment where people are more open to change. **Does your organization face any of these issues?**

- Do leaders fail to hold employees accountable and allow them to slip back into the old way of doing things?
- Are your leaders able to identify the aspects of change they can control and influence?
- Do leaders fail to gain the buy-in or support of team members to implement change?
- Are your leaders a positive model when it comes to embracing change, or do they fail to use new approaches themselves?

**Team Member Course** - If there's one thing all organizations in today's economy have in common, it's that they are undergoing change. But change can only be effective if the employees impacting your bottom line embrace it. Their ability to adapt will determine the competitiveness and success of your organization. This course focuses on the role of individual performers in implementing change in the workplace. Participants discover their Change IQ, learn about the phases of change that many people experience and are introduced to best practices that will enable them to tackle and overcome the new business challenges of today and tomorrow. **Does your organization face any of these issues?**

- Are your employees unreceptive to change?
- Does resistance to change decrease the productivity of individuals and teams?
- Are changes in the workplace or economy affecting the morale of your workforce?
- Are individual performers attempting to make changes in ineffective ways?