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 and learn about the phases of change that many people experience when undertaking a new initiative. Using the Embracing Change job aid, which includes best practices, individual performers will tackle and overcome the new business challenges of today and tomorrow.

DO YOU 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?

PERFORMANCE OBJECTIVES
Helps individuals:
- Commit to and take ownership of change.
- Effectively recognize change, explore change, and overcome personal resistance to change.
- Minimize the negative impact on individuals, work groups, and the organization of not adapting to change.
- Demonstrate an embracing change mind-set that influences others to embrace workplace change.
- These do not match the objectives in the participant workbook . . . is that okay?

PRIMARY COMPETENCY DEVELOPED
- Adaptability

SECONDARY COMPETENCY DEVELOPED
- Initiating Action
- Continuous Improvement

VIDEO SEGMENT SUMMARIES
- Which Way Is Up? Three colleagues encounter each other as they enter and exit the elevator. Each of these colleagues is experiencing a different phase of change and share best practices with each other as they struggle to respond to the demands of a change in organizational strategy.
- Influencing Change: Four teammates, Alicia, Paul, Simon, and Claire have an impromptu discussion in the break room following a formal staff meeting. In this discussion, they begin to look for ways to embrace the changes and move ahead.

COURSE DETAILS
- Target audience: All employees through front-line leaders.
- Course length: 4 hours. Course can be lengthened with optional activities.
- Facilitator certification: DDI-certified facilitator required.
- Prerequisites: Communicating With Impact
- Series: Suitable for all environments.
- Group size: 8-16 people.
- Prework: 60 Minutes.

RELATED COURSES
- Communicating With Impact
- Leading Change
- Valuing Differences
- Working as a High Performing Team