LEADERSHIP: FACILITATING CHANGE

How your company handles change depends on how your leaders help people move from the disorientation stage to integration and acceptance.

This course shows leaders how to make change a positive experience for others by focusing people on a shared vision, building business partnerships, championing ongoing improvement, and creating an environment in which learning is encouraged.

DO YOU FACE ANY OF THESE ISSUES?
- Are your leaders active change agents or victims of change?
- Does productivity or team effectiveness decrease when changes occur at work, and are group “turf wars” a problem?
- Are the company’s vision and values empty words?
- Do leaders focus employees’ learning so they contribute to the company’s success?

PERFORMANCE OBJECTIVES
Helps leaders:
- Are your leaders active change agents or victims of change?
- Does productivity or team effectiveness decrease when changes occur at work, and are group “turf wars” a problem?
- Are the company’s vision and values empty words?
- Do leaders focus employees’ learning so they contribute to the company’s success?

PRIMARY COMPETENCY DEVELOPED
- Facilitating Change
- Leading Through Vision and Values

SECONDARY COMPETENCIES DEVELOPED
- Building Partnerships
- Developing Others

COURSE OVERVIEW
- Open: Participants share challenging changes at work, and a Reality Checklist pinpoints leadership concerns.
- Change: The facilitator introduces the four phases of change and the roles of leaders.
- Leading Through Vision and Values: Learners discuss the gaps between the vision (the “talk”) and reality (the “walk”). Leaders translate the organization’s vision into specific practices and behaviors.
- Championing Continuous Improvement: A simulation, case study, and video help learners identify specific actions they can take to champion continuous improvement.
- Building Business Partnerships: Leaders view positive and negative models and plan specific partnership-building actions to support their change goals. This includes do’s and don’ts. Facilitating Learning: The facilitator presents adult learning principles. Lessons learned from mistakes show the value of teachable moments. Participants next devise a development plan and specific partnership-building actions to support their change goals. This includes do’s and don’ts.
- Key Principles: Learners explore the five Key Principles that help fulfill the four leadership roles.
- Summary: Participants revisit how four roles for facilitating change address issues from their Reality Checklist.

VIDEO SEGMENT SUMMARIES
- Vignettes illustrate common gaps between reality and an organization’s vision and values.
- A team is shown before, during, and after a process improvement cycle.
- Positive and negative models help learners compare effective and ineffective ways to build partnerships.

COURSE DETAILS
- Target audience: Frontline Leaders to senior-level managers.
- Course length: 6 hours, 35 minutes or 5 hours Fast Track.
- Facilitator certification: DDI certification required.
- Prerequisites: None.
- Series: Suitable for all environments.
- Group size: 8 to 16 people.
- Prework: Yes.

RELATED COURSES
- Adapting to Change
- Adaptive Leadership
- Building Winning Partnerships
- Developing Others
- Influential Leadership
- Leading Change
- Motivating Others

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