Leading Change When You’re Not in Charge

Summary
Most everyone agrees that change is happening at an ever-increasing, exponential pace in today’s organizations. Coupled with that is the flattening of organizations and the increased need to use influencing skills, rather than formal authority, to lead change in today’s companies. This TechPros session focuses on developing the skills and insights to help you lead change when you are not necessarily in charge of the change or the people involved in it.

Cost
$6,000 for up to 40 people

How Will You Benefit?
• Learn hands-on, practical tips for leading change in today’s organizations using a high fidelity computer-based change simulation
• Understand the unique challenges involved in leading and facilitating change without having direct, formal authority over those involved in the change
• Learn how to apply a 7-step, evidence-based, change framework to help develop skills for leading change
• Understand how to enhance people’s receptivity to change and overcome resistance to change

What Is Covered?
• Understand organizational change fundamentals and your own beliefs about change
  o Highlight truths, facts, and myths about organizational change
  o Discuss the most pressing changes facing your particular organization
  o Raise key questions about organizational change
• Learn the key elements of a 7-step, evidence-based, change framework and how to apply to real-world change situations
  o Understand key steps of the alignment phase of organizational change including understanding, enlisting and envisioning
  o Understand the key steps of the execution phase of organizational change including motivating, communicating, acting, and consolidating
• Understand the most frequent “traps” associated with change failure including:
  o Skipping stages with the hope of unrealistically speeding up the change process (i.e., pay now or pay later)
  o Not considering the impact of your actions on key stakeholders (i.e., using tactics that are counterproductive to change process principles)
  o Losing focus (i.e., using tactics that dilute your change process)