

Change Management Program

CM600 | Length: 5 days

Lift Your Organization and put change into action

In today's volatile workplace, change management is a fundamental part of business. TidalShift's change management program delivers a practical structure for implementing and embedding change throughout your organization.

The program draws upon the latest strategic thinking, current research findings and case studies into how organizations manage the change process. You will use real world business challenges to help you develop highly practical solutions to your specific change challenge.

This program is ideal for

Mid to senior managers and leaders who are responsible for leading and implementing initiatives within their organization.

Learn more about our [Change Management Approach](#)

Value to the participant and your organization

During the five days you will learn to:

- Learn about how you as an individual deals with change
- Develop the tools, confidence and language to effectively execute change
- Learn how to create authentic change
- Assess your own company's ability to change and understand how to benchmark this against best practice
- Frame the change in ways that resonates with a diverse set of stakeholders
- Learn how to communicate the rationale for change effectively
- Create a context that supports change
- Empower others to act on the change strategy
- Develop a personal change leadership action plan

Your organization benefits from a manager who is able to offer immediate and practical solutions for executing successful change strategies throughout the organization. With a greater understanding of the dynamics of change and the common pitfalls, you are better equipped to adapt, innovate and create new business opportunities.

Outcomes

- Enhance your understanding of the change process
 - Learn the skills required to initiate, execute and embed change
 - Create a concrete action plan to bring about effective change
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Program Agenda at a Glance

Pre-program work

- **Assessments** – a change management personal assessment
- Pre reading assignment

Day 1

Developing Resilience During Change - When an individual is experiencing high levels of change, their capacity to adapt can rapidly be depleted. Resilience – the ability to remain productive during turbulence – helps people achieve better outcomes for themselves and their organizations. You will learn why change can be challenging and introduces a set of seven “change muscles” that help individuals use their energy more effectively as they move through the adaptation process. Participants receive individual feedback on their own resilience, and engage in exercises that provide practice in applying each of the characteristics. They leave with an action plan for strengthening their resilience.

Day 2

Strategies for Effectively Leading through Change - Strategies for Effectively Leading through Change is aimed to assist leaders on how to identify and address the typical questions and concerns that employees raise during times of uncertainty, as well as how to use appropriate change strategies and corresponding behaviors to address employee responses to change.

Day 3

Strategic Thinking™ - Dynamic and innovative organizations require leaders at all levels who can think strategically, anticipate issues, solve problems, and make decisions based on new and emerging information while keeping the long- term vision in mind.

You will have the opportunity to work with a variety of tools, applying them to an important challenge or opportunity in your own organization. You will develop greater awareness of your own biases and assumptions that may stand in the way of achieving results. You will learn how and when to apply different types of thinking – systems thinking, critical thinking, and creative thinking – to a problem or opportunity and how to work with stakeholders to make and implement decisions.

Day 4

Sustaining Change – Making it Stick - Change management is an ongoing priority in many organizations today. Most change is not simply a one- time event that has a beginning, middle and end, but rather individual and organizational change is inherently dynamic. Sustaining Change: Making It Stick will help you, as a change leader, with the critical task of making change stick in ways that offer benefits and advantages at the individual, team and organizational levels. You will learn key elements and tools for reinforcing change from both a task and people point of view. You will gain leadership and engagement strategies to support success through the post-implementation phase of change.

Day 5

Sustaining Change – Making it Stick - Change management is an ongoing priority in many organizations today. Most change is not simply a one- time event that has a beginning, middle and end, but rather individual and organizational change is inherently dynamic. Sustaining Change: Making It Stick will help you, as a change leader, with the critical task of making change stick in ways that offer benefits and advantages at the individual, team and organizational levels. You will learn key elements and tools for reinforcing change from both a task and people point of view. You will gain leadership and engagement strategies to support success through the post-implementation phase of change.

Post-Program

- **Support and Application (optional)** – Engage with a TidalShift Coach through 1 hour telephone coaching sessions
- **Assessment (optional)** – Follow up change management assessment for further development
- **Coaching sessions (optional)**– Extended follow up coaching sessions (optional)