



Change Leadership

Give your change leaders the skills they need to drive effective, sustainable organizational transformation.



To make successful and sustainable organizational improvements, companies must rely on effective change leaders who know how to create and disseminate a vision, overcome resistance to change and manage conflict. These skills can make the difference between a successful change effort and a failed one.

BMG University's **Change Leadership** course helps you become a strong and capable change leader. The course provides practical knowledge of the change process, and tools to help you move through the process. More importantly, it gives you insight into your personal style, and demonstrates how you can improve your personal interactions with team members, direct reports and others.

Course Description

Designed as a class for individual change leaders or an intensive program for teams, this five-day course has the power to dramatically improve your ability to lead change. The class teaches a structured process for planning, implementing and solidifying change that is based on the approaches of renowned change leadership thinkers such as John Kotter and Thomas J. Killman.

Using experiential learning exercises in an interactive and challenging environment, you learn a complete process for creating and sharing a motivating vision, getting people behind it and following through for success. In addition, the course introduces two powerful tools: the DISC Personality Profile and the Thomas Kilman Conflict Mode assessment. Both tools teach you more about yourself and how to better work with others.

At the end of this class, you will have a dramatically improved understanding of what it takes to implement and lead successful change initiatives across your company. You will also have new tools to help you accelerate change and make it stick. And, you will have a greater understanding of yourself and others, giving you the ability to communicate more effectively.

When is this Course Most Helpful?

This Change Leadership course is essential for anyone charged with leading organizational change, including individuals or teams who are:

- Desiring greater unity around the company's purpose or vision.
- Under new leadership, or undertaking a significant transformation in the company's core business.
- Starting a new Performance Excellence initiative, or leading an existing program that is encountering resistance.
- Looking to improve communication and change management skills throughout the organization.

(continued)

"This change course was excellent. It gave my team the essential tools they need to manage change."

- Alan Hockey
Deployment Leader
Sovereign Health

KEY LEARNING OUTCOMES

On completion of this course participants will be able to:

- Lead and implement change efforts at multiple levels inside the organization.
- Understand and implement the key elements that make change sustainable.
- Develop and implement a change strategy and plan.
- Develop a vision and unify people behind it.
- Analyze the position of key stakeholders and influence them in the right direction.
- Identify and avoid the top eight mistakes of change.
- Identify resistance and create strategies to overcome it.
- Manage conflict better and with more positive results.
- Work more effectively with diverse personalities.

► Change Leadership

Course Specifics

Who Should Attend:

Executive teams charged with leading organizational change efforts; also for executives, managers, program leaders and change agents who want to gain change management skills.

Course Length:

Five (5) consecutive days.

Course Includes:

Training manual, reference materials and data files.

Course Prerequisites:

Completion of a DiSC profile and assigned reading prior to class.

“It is absolutely amazing how much I have already used the models and skills that I acquired during Change Leadership.”

- Doug Spears
Six Sigma Director
TAMKO Building Products

Course Agenda

The following topics are covered in this 5-day Change Leadership class:

- Change begins with change leaders
 - ❑ Key elements of leadership
 - ❑ Leadership atom/three circles of leadership excellence
 - ❑ The four social styles
 - ❑ How to maximize style strengths and minimize style weaknesses
 - ❑ How to increase the effectiveness of team interactions to avoid vicious cycle behaviors
 - ❑ How to accurately assess and adapt to another's social style
- Change assessment
 - ❑ How to assess the change initiative
 - ❑ Factors that determine change complexity
 - ❑ Key system factors that enable change
 - ❑ Eight mistakes of transformational change
- Sharing the vision
 - ❑ Understanding the need for a vision
 - ❑ How to create a vision
 - ❑ How to deliver a vision
- Inspiring a burning platform
 - ❑ Identifying a burning platform
 - ❑ Balance of consequences
 - ❑ What motivates people
- Gaining buy-in
 - ❑ Understanding that change is a process
 - ❑ Understanding the change curve
 - ❑ Force Field Analysis of resistance
 - ❑ Recognizing resistance and developing strategies to overcome it
 - ❑ Understanding and adapting to conflict modes
- Institutionalizing the new process and leveraging communication
 - ❑ Understanding what prevents change from sticking
 - ❑ Changing systems and structures
 - ❑ Building a change strategy and plan
 - ❑ Developing an action plan for the change initiative



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