

This session is focused on understanding and developing a Strategic Change Plan that will deliver results for any Change initiative. This session is ideal for key people who are planning on introducing any change into their organization. The participant will develop a strong understanding of the processes of required to implement a successful Organizational Change.

Organizational Change

- Understanding and normalizing organizational change
- Keys to success for implementation
- Keys to success for constant improvement

Personal Change

- Understanding and normalizing personal change
- Understanding where people are in the change process
- Strategies for dealing with people in the different phases

Managing the Change Process

- Where do you want to go?
- Who is going with you?
- Defining your role in this process
- Identifying and Supporting the Change Agents at the front line

Staying on Track

- What does success look like?
- How do you keep it on track
- Potential Traps
 - How to avoid them
 - What to do when you fall into them

Performance Management

- Defining measurements and reporting mechanisms
- The Art of Setting People Up For Success in the New Way

Coaching

- Setting Clear Expectations
- Active Listening
- Supporting the Champion
- Removing roadblocks that prevent success

Motivation

- Understanding Intrinsic and Extrinsic Motivation

Accountability

- The Art of Accountability
- Clearly define new roles and process standardization