



Clemmensen Consulting

Facilitating Transformation For Individuals, Teams and Organizations

Navigating Change

Program Details:

This half-day or one-day session includes both experiential activities and theoretical models that clearly demonstrate our natural responses to change. Tools for self-management as well as leading others through change are provided. Ideally this session is positioned around a current organizational change to provide opportunity for application of the skills and concepts. Recommended number of participants: 6 to unlimited.

Outcomes:

The Navigating Change workshop focuses on developing skills and behaviours in the following areas:

- The difference between the change as an event, and transition as a process that people go through, and the ability to manage both
- Ability to recognize the most common stages during the transition process, such as denial, anger, bargaining, discouragement and finally acceptance and moving on
- Understanding the impact of change on productivity
- Building capability to adapt to workplace changes
- Accepting changes you didn't initiate, or don't agree with
- Role of the leader in times of change

Background:

Managing the human side of change is key to meeting your objectives. When transition is managed effectively changes are less painful to the organization and the employees. Employees have a solid understanding of why change is happening which minimizes resistance and builds support for the change. Senior leaders demonstrate their own and the organization's commitment to the change and the organization begins to build a history of successful change, creating a better 'backdrop' for the next change initiative.