Create a Culture of Resilience and Agility

Create a Culture of Change Readiness that Results in

Change Leadership Capabilities

Increased Buy-in and Resilience

Getting Results Faster

Reduced Risk and Increased Confidence

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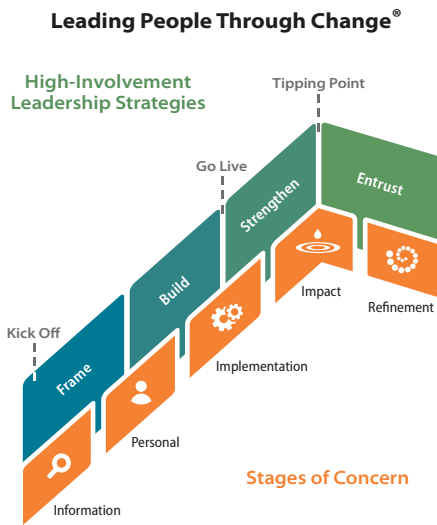
Leading People Through Change®

Change can be hard. It doesn't have to be.

Organizational change is a fact of business life. Reorganizations, mergers and acquisitions, technology implementations, and other business initiatives are disruptive because they require large numbers of people to change at the same time.

Change efforts often fail because the organization and their leaders lack the framework and skills to guide their people through it effectively. Failed or stalled change initiatives waste time and money, reduce productivity and engagement, and increase employee turnover.

It doesn't have to be this way. At Blanchard®, we know the most successful companies are agile and embrace change as part of their culture to stay ahead of the competition. We know change is difficult and overwhelming if you don't have a track record of success and people start resisting the change and derailing it.

Our Leading People Through Change® program teaches your executives and managers how to lead successful change initiatives by involving others throughout the change process. Collaborative conversations allow challenges and concerns to be identified early for people to understand why the change is needed, what to change, and how to do it. This high-involvement approach decreases the feeling of being controlled and builds momentum for the change.

Leading People Through Change®

High-Involvement Leadership Strategies

Kick Off

Go Live

Tipping Point

Frame

Build

Strengthen

Entrust

Information

Personal

Implementation

Impact

Refinement

Stages of Concern

Who Should Attend?

Intact Teams

Executives

Managers

High Potentials

The Proven Formula to Develop Change Leaders

Leading People Through Change® applies to change initiatives of all types and sizes. Workshops can be delivered to an intact team working on a specific change initiative or in an open-enrollment format to build change leadership capability across your organization. Implement Leading People Through Change in your organization as a one-day, face-to-face workshop or as four two hour virtual sessions. Both designs include compelling visuals and materials, engaging videos, and proven learning activities.

When people are given the opportunity to be involved in the process and their concerns are heard and addressed, they are less likely to resist change. When you have buy-in and commitment early on from the people you are asking to change, they will feel good about the direction of the organization and you'll get results faster.

Don't risk wasted time, effort, and money on failed change initiatives. Equip your leaders to make sure they're a success.

Ready to Get Started?

Here's our five-step plan to creating resilient, agile leaders:

1. Identify challenges and desired outcomes
2. Understand your history
3. Develop your leaders' change leadership skills
4. Plan and execute with excellence
5. Evaluate progress

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