

# Leading People Through Change®

## Create a More Resilient and Agile Organization



### 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 them 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 that the most successful companies stay ahead of the competition by making change a part of their corporate culture. Those who know how to lead change proactively surface and address employees' concerns and involve them throughout the process, which moves the entire organization forward.

Leading People Through Change® teaches how to lead successful change initiatives. Leaders learn how to identify and address the predictable questions employees have and how to resolve their concerns to increase their buy-in and commitment.

### Outcomes



Increase Buy-in and Resilience



Build Change Leadership Capability



Get Results Faster



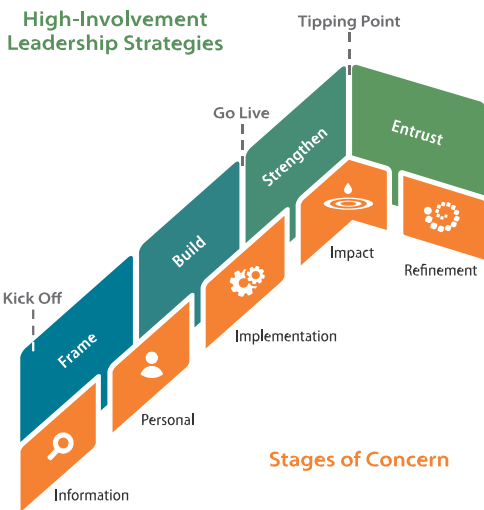
Improve Success of Change Initiatives



## Learning Objectives

- Understand the value of leading change with high involvement
- Learn the predictable concerns people have when faced with change
- Learn ways to involve others in co-creating change
- Practice identifying people’s needs at each stage of concern
- Practice choosing the right change leadership strategy to lower or resolve others’ concerns

### Leading People Through Change®



A proven approach to leading people through organizational change

### A Proven Formula to Develop Change Leaders

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 improve their chances of success.

### Flexible Options to Meet Your Needs

**In Person** In-depth Learning • Application • Practice • Action Planning

**Instructor-led Training:** 1-day session

**Virtual** In-depth Learning • Application • Practice • Action Planning

**Virtual Instructor-led Training:** Four 90- to 120-minute sessions

**Online** Awareness • Application • Performance Support

**Overview:** 35-minute online overview to teach the core content, followed by optional Reflect and Share and access to tools for a full year

**Adapting to Change Overview:** 35-minute online course to help individuals embrace change more readily (with optional reflect and share)

**Digital Assets:** Micro-activities (videos, resources, activities, tools) that can be accessed in moments of need to support ongoing learning, performance support, reinforcement, and custom learning journeys

### Who Should Attend?

- Individuals
- Teams
- Managers
- Executive Leaders
- Anyone who wants to become more knowledgeable and active proponents of inclusion in their workplace



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