High Impact Change Agents: Fundamental Skills of Change-Catalysts and Peak Performing Leaders

Description:
Learn effective strategies to gain buy-in and lead change in a constantly evolving consumer market.

Organizations must not only be able to devise and nimbly implement strategies, target processes and streamline objectives if they are to keep pace with evolving industry and market challenges. Equally, their leaders must also be skillful at facilitating people effectively through the very human aspects of change from costly resistance to productive commitment. While the most successful organizations teach and know how to apply these facilitative skills, many less successful ones are missing crucial pieces of the human dynamics puzzle related to change readiness and commitment. This topic is an introduction for leaders who want to lead change initiatives proactively. It focuses on helping the leaders guide their organizations through the most challenging aspects of change by successfully overcoming the kinds of emotional objections that stall progress and buy-in.

Learning Objectives
- You will be able to describe the 4 pillars of peak performing organizations that make them change ready.
- You will be able to identify the significance emotions have on behavior.
- You will be able to recognize human dynamics at play.
- You will be able to discuss how to choose and facilitate proactive vs. reactive ways to cope with your own and others' responses to change.

Contents:
Introduction to the Framework of Organizational Change

Business Case for Facilitative Leadership
- Theory
- Research on Emotional Intelligence in the Workplace

Integrated Approach to Organizational Change
- The 4 Pillars of Peak Performing Organizations
  - Interaction Skills
  - Functional Skills
  - Effective Leadership
  - Aligned Support Systems

Leading Organizational Change
- Behaviors of Facilitative Change Leader
- Role of Facilitative Change Leader

Factors Effecting People's Response to Change
- Perception and Attitude
- Impact on One's Life
- Support Network
- Personal Outlook and Core Values

Role of Emotions and Resistance

Stages of Change and Leadership's Role at Each Stage
- Avoidance
- Resistance
- Exploration
- Commitment

Your 6-Part Check-List for Leading Change
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