ChangeFit 360

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Change For Leaders

Course Syllabus



# **Course Information**

**Course Description**

The [Change for Leaders](https://changefit360.com/change-for-leaders) course empowers leaders to lead, not just manage, their teams through organizational change

**Who the Course Is For**

Business leaders, middle managers, or line leaders who have direct people reports

**Course Delivery Options**

* + - The [Change for Leaders](https://changefit360.com/change-for-leaders) course can be delivered instructor led or virtual live
		- The course is intended for delivery of groups from 5 to 15 participants
		- The course is designed for 8-hour delivery. The course may be modified to deliver anywhere from 6-8 hours

**What Leaders Learn**

1. How to position organizational change management as a strategic business competency
2. Understand the basics of change management as well as process models that informs individuals response to change
3. Assess your change leadership skills and identify what to stop, start and continue
4. Understand the critical role that leaders play in driving and sustaining change within teams and organizations
5. Understand change leadership as an accelerator to change management to effectively lead your team and organization through organizational change
6. Learn, practice and demonstrate critical change leadership behaviors needed to drive and sustain change
7. Option for group and/or 1-on-1 [change coaching](https://changefit360.com/change-consulting)post course to reinforce key learning and best practices

**What Leaders Receive**

1. Course Participant Guide
2. Course Exercise Worksheets (including Action Plan)
3. Course Job Aid
4. Pre-Participant Course Survey and/or Post Participant Course Survey (if client desires)

# **Course Outline**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| # | Key Topic | Sub Topics | Exercises | Timing\* |
|  | Introduction |  | Warm Up Exercise |  |
| 1 | Why Change Matters |  | Business Environment Organization, Team and Individual Level  |  45 |
|  | Process of Change  | Behavior and Change | Behavior Cycle Exercise  |
|  | Kubler Ross and Rodgers Models  | Response to Change Assessment  |
| 2 | Leader’s Role in Change  | Role Exploration  | * IBM, Prosci Research
* Google Great Leader Behavior and Leader Roles in Change
 | 30 |
| 3 | Change Leadership Behaviors  | Set Vision and Future State for Change | Vision to Org Mapping Exercise – How  |  60 |
| 4 | Tell the Story for Change  | * Communication vs Engagement
* Change Story Exercise
* Video: Make Change Fun
* Tips and Tricks
 | 60 |
| 5 | Understand People Impact | * Change Resistance Type and Management Exercise
* Perspective Exercise
* Big Picture of Change – Change Tool
 |  60 |
| 6 | Use Influence Levers to Drive Change | * Video
* How you use your Influence Assessment
 |  60 |
| 7 | Role Model the Way for Change  | * Role Model Characteristics Exercise
 |  60 |
| 8 | Support Change Sustainment  | * What is Sustainment
* Model for Sustainment and Themes
* Exercise
 |  60  |
| 9 | What to Expect & Close  | Key LearningCommit to Accountability  | Closing Pen Exercise  |  20 |

\*Timing does not include breaks and lunch

# **Sample Course Testimonials**

* + - *Practical, applicable strategies for leading change efforts with teams.*
		- *I loved the course interaction and great ideas that I can apply right away!*
		- *(Michelle is) Very well-versed in Change Leadership!*
		- *Interactive, thought provoking, relevant and usable information*

# **Course Pricing**

* + - The [Change for Leaders](https://changefit360.com/change-for-leaders) course is **$500 per Participant**
		- Volume discounts are available for groups larger than 10 participants

# **Course Facilitator**

 

We understand the importance of choosing a change training partner with a **proven track record**.  When you choose ChangeFit 360 for your training needs you gain:

1. Training facilitated by Michelle Yanahan, CCMP™ and Prosci ADKAR certified, working change practitioner with 20+ years proven business and leadership experience
2. An**ACMP, SHRM and ICF**Qualified Education Provider
3. **> 90%**of our training clients and participants report **expectations exceeded and business value created**from our change training
4. Practical change training that **supports all skill levels and organizational roles**needed to successfully build and drive change.
5. Training that **compliments all change frameworks, models and standards**
6. Option for**group and/or 1-on-1**[**change coaching**](https://changefit360.com/change-coaching)

As Principal of ChangeFit 360, Michelle Yanahan is a passionate organizational change management facilitator, speaker, strategist and thought leader with proven expertise in executing programs that enhance and grow organizational change management as a strategic business competency.  Michelle has 20 +years’ experience in leadership roles and holds a Masters in Organizational Behavior as well as CCMP™ and Prosci ADKAR change management certifications.  Michelle has been a featured presenter for numerous professional organizations including ACMP, ATD, Change Management Institute, Change Management Review, PMI, OD Network and SHRM.



**SCAN HERE for more information**!