



Leading Change

The fast-changing context in which our organizations operate means that everyone has to be competent to deal with change. As a leader, it's important to not only to be able to drive change through but to understand the diversity of human responses to change. Only then will you truly understand how to effectively bring your people with you.

Attend this program to focus on the emotional intelligence required for change, the necessary steps to enact change and the fundamentals of communicating change.

How do I know I should attend this workshop?

1. Have recent turbulent times left you wishing that you and your organization were better resourced to deal with change?
2. Have you come up against resistance to change that has undermined your change initiatives?
3. Do you feel that you need help to understand how to get through to your people?
4. Have you got through by the skin of your teeth this time, but you worry whether your organization is adequately future-fit?
5. Do you want some frameworks and techniques up your sleeve to better manage change?

If you answer yes to most of these five questions, then this workshop is for you.

What will I do?

You will:

- Gain a basic understanding of neuroscience that sheds light on why people resist change
- Examine change from a personality perspective
- Get an appreciation for Kübler-Ross's Change Curve
- Work with Kotter's 8 Step Change Process
- Work on communicating a new change initiative, and get feedback on it

What are the outcomes?

By the end of this workshop you will have:

- Understood why 70% of change initiatives fail and what's needed for success
- Gained an appreciation for the emotional charge that change engenders
- Built awareness of how change sits with your own personality type and others'
- Examined new perspectives about how change is perceived within an organization
- Received in-depth peer and facilitator feedback from your change initiative speech

How do I prepare?

Please read HBR article "Accelerate" by John Kotter.



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