HR Transformations

DEVELOPING THE COMPETENCY OF CHANGE MANAGEMENT

Creating change that endures.

Organizational change happens as a result of meaningful and sustained change in individual and group behaviour. Our curriculum of workshops empowers leaders, project members, change management practitioners and employees with the skills they need to plan, lead, manage, adapt and thrive throughout the organizational change lifecycle. Using our BluePrint for Change© model and proven tools, we take a structured and practical approach to help organizations create a common approach to managing change and establish change management as a discipline. We ensure that participants at every level adopt, support and assimilate change for lasting success.

Managing Change Workshops:

Adapting to Change

Length: ½ day   Audience: Employees

We face change all the time, in all areas of life. Some of us are more comfortable with change than others, but everyone can benefit from learning or reviewing strategies to deal with change constructively. In this engaging and powerful workshop, participants will be given a model to help them understand the stages people go through when things change. Focusing on a real-life work situation, participants will self-assess against a set of competencies to identify their skill level in dealing with change. Using a combination of individual and small group activities, they will identify personal change management actions they can take to navigate current and future work changes.

Learning Objectives:
- Apply the tools and models to deal with change constructively
- Identify why and in what context or situation they find change challenging
- Work with/modify their emotions and reactions toward change to enable them to accept and move forward positively with the change
- Develop action plans to move through change powerfully

Leading Employees Through Change

Length: 1 day   Audience: Managers

As leaders, we have a dual role when changes occur in our organizations: to model effectively managing change ourselves, and to lead our employees through the change. Leaders need the skills to act as champions of change, as they will set the tone for the change and the organization will follow their lead. This practical and interactive workshop gives leaders a model to understand the stages people go through when things change, a chance to self-assess on a set of critical competencies to help employees navigate change, and the opportunity to practice conversations and strategies that will support employees to move forward through a change.

Learning Objectives:
- Recognize and appreciate that leading change is a critical element of leadership
- Practice powerful one-to-one conversations with employees about change
- Identify and lead both yourself and employees through the psychological stages of change
- Develop the ability to respond to any employee reactions to change

Leading Organizational Change

Length: ½ to 1 day   Audience: Organization Leaders

To lead change and sponsor specific initiatives in an organization, executives need to feel confident that they are holding their people accountable for the right expectations and actions. This workshop will provide organization leaders with a scorecard for change management, as well as a thorough understanding of the models, frameworks and tools for change management they will be reinforcing in the organization. Executives will be able to assess their own ability to lead change, and brainstorm actions and best practices for supporting current change management activities.

Understanding Change on Projects

Length: ½ day   Audience: Project Team Members

When you are implementing a project as a project team member, you are implicitly managing change. Part of your mandate is to make sure the people you are rolling out the project to accept the changes and use the new processes, systems, tools, practices and policies inherent in the overall project. This workshop will support you by training you in change management practices as well as the lifecycle of the project from the team's perspective.

Leading Change on Projects

Length: ½ day   Audience: Project Managers/Individuals Leading Projects

Project leaders/managers are, implicitly, change managers. Part of your mandate is to ensure the people you are rolling out the project to accept the changes and use the new processes, systems, tools, practices and policies inherent in the overall project. Sometimes you are explicitly managing the change on a project when there is no specific change management role on the project team. This workshop will support you by training you in practical change management practices and tools that can enhance any kind of project where change is a critical element.

Change Management for HR Professionals

Length: 1 day   Audience: HR Professionals

As an HR Professional you are often involved in managing change on projects and initiatives in your organization. Your role involves coaching leaders on managing the change, supporting employees as they move through a change and sometimes you're even explicitly managing the change on a project when there is no specific change management role. This workshop will train you in a model for individual change, coaching leaders, and change management practices and tools that are practical and can enhance any kind of project where change is a critical element.

Learning Objectives:
- Understand the human element of change
- Understand a model for change management and how to apply it to a project
- Practice coaching conversations with leaders about change
- Develop the ability to respond to any employee reactions to change
- Apply the planning tools of change management in order to plan change management for a project

Championing Change

Length: ½ day   Audience: Change Agents

As an agent of change, you champion the change and support the change management efforts on a project in the organization. As the bridge between the project and the business, you play a critical role in deploying the change. This workshop describes what your role looks like and how to do it well.

Learning Objectives:
- Understand your role as change agent and how to do it well
- Learn skills in managing change in your team and area
- Assess where/when/how to raise issues for resolution in your role as change agent
- Understand the structure for maintaining the change agent role

Becoming a Change Management Practitioner

Length: 1-2 days   Audience: Potential Change Management Practitioners

When you are a Change Practitioner, there are a lot of moving parts to manage and a lot of tools to manage them with. At times it can seem daunting to know what tool to use at each stage of a change, and how to properly use each tool when it is called for. This workshop is a methodical review of the key elements of your Change Management Toolkit, covering the purpose of a critical set of change management tools, how to use each tool and at what point in the change to use it. Practical exercises give you the chance to apply the tools to your own change project, as well as learn from examples from other projects, and will prepare you to take on the role of Change Management Practitioner with confidence and skill.

Learning Objectives:
- Articulate what change management is and isn't, and the purpose of the Blueprint for Change© model
- Become familiar with the tools, be able to select the appropriate tool for the right change activity and practice using the tools
- Use a model for individual change from the Leading Change workshop and understand where the tools fit within the model
- Apply the learning to continuing to build your skills through knowledge transfer and on the job practice

Sustainable Organizational Change

We are an organizational development firm that gets results by creating change that endures. Since 2007, our experienced, multidisciplinary consulting team has delivered meaningful results and ROI through a broad range of customized services and solutions in change management and training, and organizational development and design. Whether your project requires one consultant or ten, we have the proven talent, tools and follow-through practices to achieve the change you want. To learn more, visit www.hrtransformations.com.

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