

Managing Change and Transition

Building Personal and Organizational Resilience

INCREASED COMPETITION, new social trends, organizational growth, and new technologies are a few factors that require organizations to change. Although the context of change has shifted, the fact that successful change management is determined by people, not by an organization, has not. One thing is clear: The days of the “status quo” for organizations that want to succeed are gone.

Successful organizations acknowledge and support the human side of change through reflection, strategy, communication, and progress. At Carlson Group, we help our clients focus on these areas to create and sustain an organizational mindset of adaptability and resilience.

Using our Change Model as the guiding framework for our programs, Carlson Group provides the foundation for managing change effectively. Organizations employ these programs to:

- Help employees become change advocates through individual reflection and “change processing.”
- Help leaders be effective in how they lead others during times of change.

Moving from Change Blocker to Change Advocate

Embracing and driving change

In this highly interactive workshop focused on understanding the human impact and business process of change, participants will:

- Learn the human dynamics of change management as a framework for managing change.
- Understand the change model and its processing cycle for moving through reactions to change.
- Develop a change profile as a way to build self-awareness of their change readiness.
- Create an individual change credo as a future point of reference for facing change.
- Apply learning to current events/scenarios.

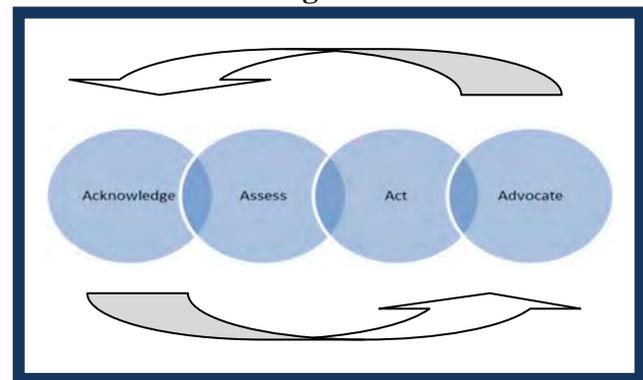
Leading Through Change and Transition

Building resilience and adaptability

Using individual reflection, group discussion, change and transition management tools and resources, and application-based activities, we help leaders build confidence in and commitment to helping their teams and the organization successfully navigate change and transition. Participants will:

- Use the change model as a framework to self-reflect and acknowledge their personal change readiness.
- Discuss the critical steps in managing a business change (e.g., team, department, organization).
- Learn the key components to becoming recognized as a communications expert during change.
- Learn the change reaction continuum and how to work with people across this continuum.
- Gain self-awareness of their current leadership effectiveness in leading change.
- Apply learning to real-time scenarios/events.

Change Model



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