



Managing Change Institute

- Purpose** Provide leaders with the fundamental skills necessary to lead and manage change or periods of transition in the organization.
- Results** Participants will have the opportunity to:
- Become familiar with actions of effective change management.
 - Identify best practices to lead change efforts.
 - Examine nature of conflict.
 - Develop ways to manage conflict productively within themselves and others.
 - Develop organizational strategies for effective conflict management.
 - Recognize gray areas in which change initiatives can bog down.
 - Form an action plan to address a current change at work.
- Methods** This is an experiential* change management program that includes a series of action-based learning initiatives providing the opportunity for students to more deeply assimilate the knowledge gained.
- Facilitators offer debriefing sessions and coaching throughout the program, providing additional opportunities to relate learning experiences to the actual work environment. The process may include the following:
- Included:
- ✓ Pre-assessment work
 - ✓ Two-five day facilitated program and follow-up work
 - ✓ One-day follow-up with repeat 360 and feedback
 - ✓ Simulations and case studies
 - ✓ Individual action plans
 - ✓ Follow up coaching at three, six and nine month intervals.
- Attendees** Leaders of organizational change are invited to attend, including team leaders, group leaders, project leaders, supervisors, and managers of the organization.

**Research has proven that the results of learning-by-doing have a greater and longer-lasting impact in adults than instruction-only methods.*

*To learn more and have a customized schedule made for you; please contact
The Browne Center at 800-349-1925 and ask for Corporate Training*