



Managing Change Workshops

Purpose: As a result of today's widespread economic turmoil and corporate downsizing, companies are learning to "do more with less." The resulting implications for managers and employees can be daunting. Periods of layoffs and financial uncertainty CAN be followed by times of growth and prosperity... but the opportunity for success often lies in how well corporate leaders manage during these times of transition.

The Browne Center's Institute for Transition Management is designed to increase the likelihood of long-term corporate success, by providing leaders with the fundamental skills necessary to more effectively lead and manage change and periods of transition in their organizations.

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 conflicts.
- 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.
- Learn to coach and manage employees effectively through the transition.
- Develop a Transition Strategy to sustain positive change efforts.

Methods: This is an experiential* change management program which includes a series of action-based learning initiatives providing participants with the opportunity to more deeply assimilate the knowledge and insights 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:

- ✓ Pre-assessment work
- ✓ One-day or more facilitated program and follow-up work
- ✓ Periodic webinars to reinforce learning
- ✓ Two-day follow-up meeting at six-month interval
- ✓ 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.

*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*