



leadership
design
studio

Leading in Change

Develop managers to lead a process that engages people in finding new ways to be able to leave the old and embrace the new.

"Change is the only thing in life that is constant." Change is complex and as humans we go through a wide range of emotions as we transition from the old to the new. Change is a constant part of our daily work, but these transitions are often not well-planned, and difficult to manage.

Successful managers lead change with a focus on taking care of the human aspects of the change. They help their teams to move from knowing to doing; from little awareness to adoption. In doing so, unnecessary inefficiencies are reduced and the intended result of the change is fully realized.

Our Leading in Change program will introduce a strategic approach to leading change and the key considerations to create the best conditions for a successful transition.



Best for:

Senior level managers
Mid-level or new managers
Individuals in leadership roles
want to increase effectiveness



Format: In person

Duration: Two full day



Class size: From 12-24

**Minimum number of
Facilitators:** 2

Build the foundation to develop the leader in you

Create the prerequisites for successful innovation and positive change.



**master
the change
process**



**adopt
change with
efficiency**



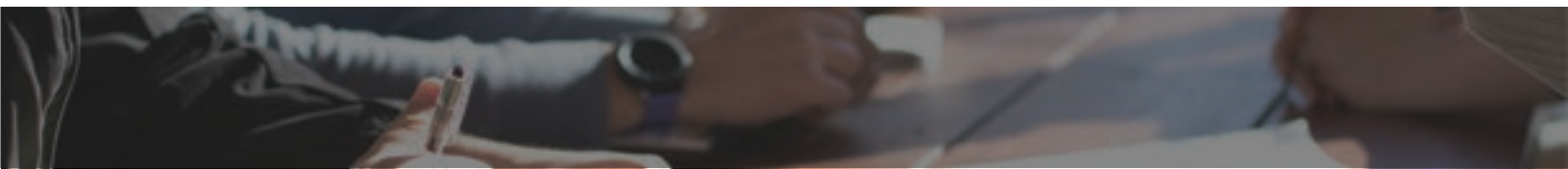
**lead a team
through
change**



**learn how
to react to
change**

What will participants learn in our Leading in Change Program?

- To understand the nature of change and how it effects each individual, to consciously lead and manage change and provide a safe environment for their teams during the process
- To understand how people react differently to change, and how it operates at different levels, in order to better lead an effective and efficient change process
- To recognize the stages of the Four Step Model for Change and explore how the model can be used to lead change
- To explore the different types of resistance to change and develop strategies to overcome them
- To explore the different types of media within communication that can be used throughout the change process
- To strategically plan activities that will lead to a successful change implementation



Why choose our Leading in Change Program?

- The rate of change in work and life has increased in both intensity and frequency. Adopting an approach to strategically lead and manage change will enable organizations and teams to embrace change, optimism efficiency and realize change objectives.
- Research identifies that the failure for organizations to successfully implement change is largely due to a lack of knowledge and competencies in change management. This program will enable participants to develop the skills to lead change management projects to successful implementation.
- The EIS Simulation is a globally embraced, multi-media learning experience which allows participants to simulate important changes within an organization while confronting various forms of resistance. Flexible, pedagogical and innovative, the EIS Simulation reflects the latest thinking related to change management, organizational development, and game based learning
- Possibilities of one on one coaching or mentorship, beyond the program delivery are also available.



"Powerful and sustained change requires constant communication, not only throughout the rollout but after the major elements of the plan are in place. The more kinds of communication employed, the more effective they are."

DeAnne Aguirre

3.5x

**Company with
effective change
practices
outperformance to
those without**

47%

**Impact of coaching
on improving in
individual
performance**

80%

**People that need
to adopt their
business every
two to five
years**

Program approach

The Leading in Change program will introduce participants to the basics of change management, based on four stages of change: Awareness, Interest, Trial and Adoption. Through this program, participants will be able to understand the process of change and know how to effectively plan, lead and manage change for themselves and their teams. With an in-depth understanding of the nature of change, participants will learn how people react to change and how to best interact and communicate with team members throughout the process of change.

Based on the principles of experiential learning, our program allows participant to experience the challenge of leading change in a psychologically safe environment with the aid of the EIS Simulation, a globally adopted educational tool for change management courses. The simulation is designed as a collaborative learning game, transferring learning content and creating a rich training ground for groups to engage in challenging collaborative exercises and decision making. It provides a strong link between understanding the elements of change management and performing leadership activities in practice.

Upon completion of the program, participants will have begun their mastery of leading change that engages all team members to adopt change with improved efficiency, resulting in an organization's greater ability to innovate and grow.

Program agenda

This two day program focuses on understanding the process of change and explores how to effectively lead oneself and others through a successful transition; striving towards the ideal outcome of an engaged organization that finds ways to be able to leave behind the old and embrace the new.

The workshop environment is an open and safe place for sharing and exploring ideas and insights. The training design is comprised of information, including some theoretical content and models, interactive scenarios with a workbook to facilitate each participants learning.

DAY ONE	DAY TWO
<ul style="list-style-type: none">• Introduction• Defining change management• The Four Step Model for Change• EIS simulation• The productivity dip	<ul style="list-style-type: none">• EIS simulation continued• Senior management presentation• SWOT Model• Change agent role

What is included

- Program facilitation
- Access to the EIS (Executive Information System) Simulator
- Program materials

Piqued your interest?

We'd love to hear from you. Get in touch and begin the journey to success.

You can contact us at info@ldstudio.org or visit our website at www.ldstudio.org



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