

Organizational Change and the Employee

Length: 1 Day

Summary: Good employees have always been expected to go along with management initiatives without much concern. Employees today are more aware of organization issues and have a heightened interest in actions that affect them and their work life. This course provides the basis for employees understanding the framework for organizational change.

Upon successful completion of this course, students will be able to:

- Describe change in the workplace and effective strategies for change management.
- Define anticipating and embracing change and identify best practices for both.

COURSE CONTENT

1: UNDERSTANDING CHANGE

- Program objectives
- Assess Your Reaction to Change
- Cope with Stress
- Cope with Fear

2: EMBRACE CHANGE

- Anticipate Change
- Identify Best Practices for Reframing Change
- Identify Best Practices for Embracing Change

3: FUNDAMENTALS

- Effective communication
- A recent change initiative
- Why change initiatives fail
- An illustration of success

4: UNDERSTANDING

- First awareness for employees
 - Understanding
- The framework for change
- Principles of motivation
- Your perspective

5: LEADING YOURSELF

- Second awareness for employees
 - Guiding yourself
- Authority vs. responsibility
- An initiative that did not work
- Self-Direction
- Essential building blocks
 - Collaborating
- Being a useful team contributor
- The art of listening

6: NEXT RIGHT STEPS

- Plan for tomorrow