Leading Continuous Change (One Day)

There is no shortage of research that suggests that the majority of change initiatives fail. Factors such as the lack of a clear vision, misalignment of leaders, inadequate communication, and failure to hold people accountable all negatively impact the results of organizational change initiatives.

The challenge is there is no sign of the pace and amount of change slowing. In today's digitally disrupted world, continuous change is the new normal. To be successful leaders need to be able to prioritize and manage multiple change initiatives, avoid change fatigue and ensure that individuals and teams remain committed and connected to the direction of the organization.

Leading Continuous Change is a one-day workshop that helps leaders plan and support continuous change.

By the end of the workshop, participants will be able to:

- Discuss the pace of change in today's business landscape
- Describe the Five Factors for Successful Change
- Distinguish between change management and change leadership
- Discuss three phases and supporting activities for each of implementing organizational change
- Recognize change fatigue and describe how to address it
- Apply steps to prioritize multiple, simultaneous change initiatives and use data to determine how to invest resources for maximum return
- Communicate compelling communications to create buy-in to change initiatives and action plans
- Use recognitions to accelerate change initiatives
- Create an action plan to minimize change fatigue and maximize return on your team's change efforts

Outline

Introduction
- VUCA and the Forces of Change
- Why Change Initiatives Fail
- Factors in Failure of Change Initiatives
- The Five Factors for Successful Change
- Your Role as a Change

Unit 1: Leading Change Initiatives
- Three phases of Change
- Establish Momentum Phase
- The Value of Role Models
- Execute Effectively Phase
- Ensure Sustainability Phase
- About Change Fatigue

Unit 2: Prioritizing Your Change Efforts
- What's Different About Leading Continuous Change?
- Process for Prioritizing Multiple Change Initiatives
- Communicating About Change (Consistently-and Persistently)

Unit 3: Summary
- Perform Phase
- Suggested activities
- Next Steps