

Leadership and Change Program Summaries

Dynamics of Leadership

This three-day program improves participants' abilities to set the mission, vision and values for their organization and then to enroll people in and build their commitment to key organizational priorities. Participants learn how to create a shared sense of purpose; align people to organizational goals; encourage them to take responsible risks and adopt new ways to achieve results. As a result of this program, participants are better able to form relationships built on trust and respect and empower people to become proactive.

Essentials of Leadership

This three-day program for managers is designed to teach leadership foundation skills to improve participants' abilities to lead others, achieve business results and develop commitment to key organizational priorities and values. Participants learn essential elements of effective leaders so they can create a shared sense of purpose in employees; align people to organizational goals; encourage them to take responsible risks and adopt new ways to achieve results. As a result of this program, participants are better able to achieve business results and form relationships built on trust and respect and empower employees to become proactive.

Leading Change

This three-day program is designed to assist senior managers in leading change initiatives within their organizations. This workshop will clarify the direction and vision for the change effort, improve organizational communication, and assess the organization's "current state" or readiness to change. Participants will learn to identify the "key roles" they need to play during each of the three critical stages of change and how they can create strategies to overcome resistance to change.

Managing Change

In this three-day program participants describe the changes they are responsible for, clarify their own role as change agents, and identify the skills they need to carry out that role successfully. They learn how to: involve employees in planning and decision-making; create a unity of purpose; instill trust; and overcome resistance to change.

Taking Charge of Change

This one-day program prepares employees to take charge of change that is occurring in their organization. Through the use of application exercises and other exercises, participants assess the satisfaction they gain from their work and their effectiveness in achieving the results expected of them. They learn to analyze the changes occurring in the work unit, the policy/procedure problems in the workplace and their impact on performance, along with the options and possible benefits resulting from their resolution. Participants learn to find ways to adapt to change and develop solutions that meet their needs and those of the organization.