

Fostering Continuous Change

This course is designed to help managers and supervisors prepare their employees to develop a capacity to adapt effectively in an environment of continuous change.



Course Specifications

CPE Credits

8

Training Format

Virtual-Live

Preparation

None

Modules

12



Course Objectives

Acknowledge the importance of support function roles to enhance the learning capacity and capabilities of your team

- **Communicate** the importance of change management activities to initiative success
- **Understand** the psychology behind how employees are impacted by the change in their work environment
- **Set** priorities for operational level, management-level, and support-level personnel to improve individual, team, and group performance, and leverage learning strategically
- **Encourage** the workforce to take advantage of change opportunities they face in Routine, Complex, and Innovation operations

INTENDED FOR

Leaders, key stakeholders, and project teams

Employee engagement can reduce staff turnover, improve productivity and efficiency

Acknowledge the importance of support function roles to enhance the learning capacity and capabilities of your team



Agenda

■ MODULE 1

Introduction And Overview

■ MODULE 3

Psychology of Change

- Learn about developmental change and its importance
- Understand the difference between transitional and transformational change
- Analyze the impact change can have on your employees

■ MODULE 5

What is Continuous Change?

- Understand the VUCA world: its benefits, challenges, and possibilities
- Identify new talents need it in your workforce
- Understand the importance of continuous learning and growing

■ MODULE 2

Why is Change Management Important?

- Define change management and the types of change response
- Understand the value that people and culture have in the change process
- Identify typical failures

■ MODULE 4

Employee Resistance to Change

- Identify resistance factors and learn how to deal with them
- Learn about helpful communication practices to transmit your messages in a better way
- Plan communications that address employee engagement factors

■ MODULE 6

Learning to Adapt: Operational Level

- Recognize the role active learning plays at an operational level
- Promote knowledge transfer among team members
- Analyze weak links between your team and work to overcome them



Agenda

■ **MODULE 7**

Learning to Adapt: Management Level

- Create a positive learning environment within your team and organization
- Transform your learning culture to adapt to plan and unexpected change

■ **MODULE 8**

Learning to Adapt: Support Level

- Acknowledge the importance of support function roles to enhance the learning capacity and capabilities of your team

■ **MODULE 9**

Adaptive Performance for Routine Operations

- Learn about developmental change and its importance
- Recognize the importance of providing teams and people autonomy over their work

■ **MODULE 10**

Adaptive Performance for Complex Operations

- Gain trust and responding to complex situations
- Create tailored approaches to difficult and complex situations
- Empower employees to analyze and solve operational problems

■ **MODULE 11**

Adaptive Performance for Innovation Operations

- Remove obstacles to an innovative culture
- Capitalize on employees with a persistent sense of curiosity
- Recruit employees that actively network with colleagues
- Promote a "future-back" mindset at all organizational levels

■ **MODULE 12**

Strategies for Adapting to Continuous Change

- Improve your decision-making skills
- Prepare employees ahead of time with an ability to adapt on their own



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