



Executing & NRGizing Change

YES! To Leading Change Series

In this **highly interactive and hands on program**, leaders will learn how to:

- Gain commitment to change related results from employees
- Recognize and transform counter-productive thinking patterns like defiance and playing the victim
- Handle 4 types of Change Resistance
- Overcome change stress and thrive during change
- Build high performing change teams
- Set achievable change goals
- Energize employees by delegating appropriately
- Coach employees through the mud of change
- Give feedback to keep the changes on track
- Confront lack of accountability
- Handle employee excuses & defensiveness
- Gain recommitment to high performance

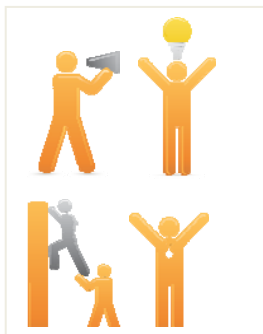


Audience: Leaders, Managers

Length: 2 days

Format: Activities, lecturettes, and skill practice

Modules: High Performing Leaders and Teams



Options:

Leaders, Managers

2 days

Activities, lecturettes, and skill practice

High Performing Leaders and Teams

- Leadership Icons: Activity
- 5 Traits of Change Leaders
- Why Change Teams Fail
- Creating your Team Vision: Activity



Setting Expectations by Creating Agreements

- Why People Don't do what you Ask: Activity
- Agreeing on Small Change Goals
- Practice Setting Change Expectations: Activity

Thriving During Change

- How Thinking Create Results
- Defiance & Playing the Victim
- Changing Thinking Patterns: Yours and Others
- Using the BREATHE method: Activity

4 Types of Change Resistance

- Meet the Change Energies
- Which one are you?: Assessment
- Handling Resistance
- Developing your Team Profile: Activity

Letting Go and Delegating

- The Blind Leading the Blind: Activity
- Choosing the Right Level of Delegation
- Delegation Meter: Activity



Coaching to High Performance

- 3 Keys to Effective Change Feedback
- The Power of Positive Reinforcement: Activity
- Checklist for Confronting Problems
- The Defensiveness Wall: Activity
- Listening Saves the Day
- Assessing you Talent Portfolio: Activity

**Reminder Cards and Tailoring Available
Instructor Led, Train the Trainer**

