

# From Yikes to Yay!

## Build Employee Commitment and Enthusiasm for Change

### *YES! To Leading Change Series*



If your company is growing, shrinking, merging or reorganizing, this **highly engaging program is for you!** Learn how to:

- Say good-bye to the old way of doing business
- Implement 3 Strategies to Win the Change Battle
- Communicate Change in 1 Minute or Less
- Ask the 2 Most Important Questions when leading change
- Apply your corporate values to make the change easier
- Kill Sharks in the Water of Change
- Lead Employees Across the River of Fear

This program is used as part of a change event or as a training workshop to:

- Increase commitment to change
- Increase understanding of the changes
- Help people let go of old way of doing business
- Identify potential barriers to change and develop strategies to mitigate these barriers
- Increase understanding of the emotions involved in change and how to work through them
- Provides leaders with tools to lead the changes
- Activate energy and action to lead the changes



**Audience:**

**Leaders, Managers**

**Length:**

**2 days**

**Format:**

**Activities, lecturettes, and skill practice**

**Modules:**

**The What and Why of Change**

- What: What is really changing?
- Why: What are the benefits for all stakeholders?
- One Minute Change Speech: Practice change conversations



**Activity: Where do you Stand?**

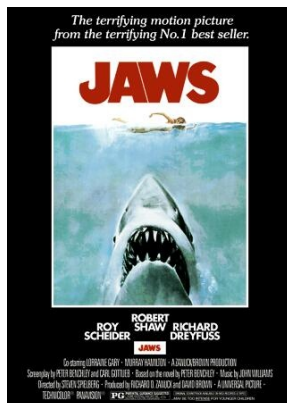
- What is the real impact of this change on you?
- How much stress will the change put on the organization?
- Will the changes work?

**Activity: The Change Eulogy**

- Say goodbye to the old organization

**Sharks in the Water of Change**

- What are the sharks that can kill the change?
- Preventing Wishful Thinking
- What are strategies we can use to kill, cage or avoid them?



**Crossing the River of Fear**

- Getting employees off the cliff
- The 5 steps of leading employees across the bridge
- What plank are your employees on?

**Corporate Values: Anchors in the Storm**

- Review your corporate values
- Examine how they will help you survive the storm of change

**The 3 YES Strategies**

- Yack, Yack, Yack
- Emotions, Energy, Engagement
- Skills, Skills, Skills

**Activity: Winning the Change Battle**

**Options:**

**Reminder Cards and Tailoring Available**

**Instructor Led, Webinars, Train the Trainer**

