

Guiding the Transition of Change “Flight” Simulation for Leaders™

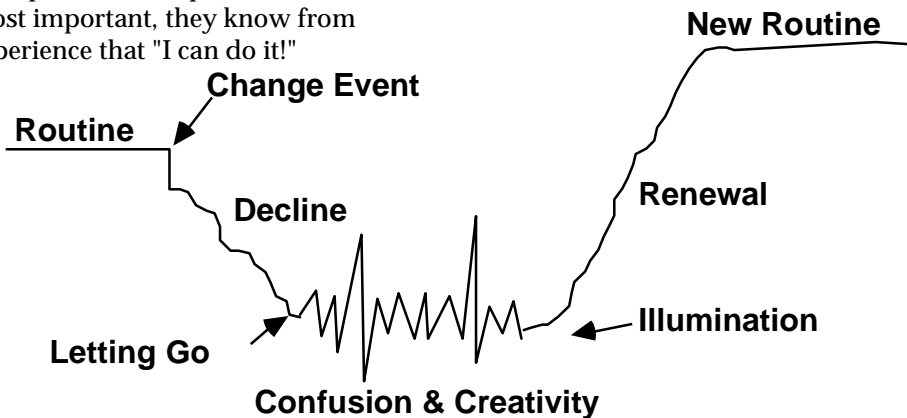
Description

Major changes in large organizations are often unsuccessful. Whether the pressure is to downsize, reorganize, merge, or adopt a new improvement program, hoped-for changes are typically forced, de-motivating, incompletely implemented, and costly beyond any potential benefit. This need not be so.

If leaders and managers understood the fundamentals of making transitions, then their changes would work. That's what is learned in this three-day experience of actually undergoing a distressing and difficult transition successfully. Participants leave the workshop with real experience in:

- Letting go of what was,
- creating or accepting what is, and
- doing it by design.

What they learn will get them through any change or transition in their personal and professional lives. Most important, they know from experience that "I can do it!"



This is actual practice in understanding change and learning how you can manage it better. You will learn and experience several practical tools and skills in guiding and leading yourself and others through the transition of change.

You will learn...

In this simulation, participants in teams of four, learn to manage change at several levels. The first level is in the organization and management of three divisions. One division has been recently acquired and the employees there still strongly identify with the old management and ownership. A second division is rumored to be on the auction block and is also resisting the new management and direction.

The second level of change is the fact that the participants (the management team) are also responsible for putting together a customer service team to improve the overall responsiveness across the three divisions. More change! Since this team is primarily located at the "headquarters" building, it is perceived by many as just another passing fad.

In addition to handling these organizational changes, the participants must also deal with change and transition on the personal level. These personal changes and challenges come from both within the simulation and from the workshop itself. How well do you deal with change when it happens to you?

Program Topics

- What does it mean to “guide”.
- Current work changes.
- Transition awareness.
- Transition models.
- How to LEVERage transitions.
- Team LEVERage.
- LEVERage planning.
- Dealing with the human issues of change and transition.

Who Should Attend

This workshop is for anyone who must deal with change. It is designed for both management and non-management personnel who are interested in learning how to guide yourself and others through transition and change.

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Workshop**