

# ADAPTING TO CHANGE

## COURSE OVERVIEW

### COURSE OVERVIEW

- **In the Fast Lane—Introduction:** An activity reveals how leaders feel when they are introducing change and the disorientation others experience in response to change. The Leading Change Activity Board introduces a car racing analogy and leaders discuss the external forces that drive change. Teams discuss the business strategies that are driving change initiatives in their work groups.

- **Start Your Engines—Phases of Change:** Leaders learn the three phases of change—disorientation, reorientation, and integration. They identify the phase that applies to their teams' situation and the change-related behaviors. Leaders learn what they can do to prepare to introduce change to their work groups.

- **Green Flag!—Introducing and Exploring Change:** Leaders discuss three types of change discussions—introducing change, exploring change, and overcoming people's resistance to change. They review the use of Interaction Process skills to conduct change discussions. Learners use a Discussion Planner to analyze a model of a leader introducing and exploring change, and they provide feedback on the leader's skills.

- **Taking Control—Skill Practice:** Learners prepare and practice a discussion to introduce and explore their own change situation.

- **Handling the Curves—Overcoming Resistance to Change:** An activity helps leaders identify the signs of resistance to change. A model and two skill practices focus on overcoming people's resistance to change.

- **Running at Full Throttle—Organizational Success Factors:** Learners review organizational success factors and identify best practices they can use to help others adapt to change. Team members develop a strategy to sustain enthusiasm for implementing a change.
- **The Checkered Flag—Workshop Close:** Leaders apply the concepts learned in the course to create a strategy for leading a change.