

Leading Change

COURSE OVERVIEW

- **The Whirlwind of Change:** Learners use personal experiences and a video to reflect on the amount and pace of change in their lifetimes. Various activities and tools help participants to:
 - Build awareness of the number and impact of work-related and personal changes in their lives.
 - Examine their feelings and reactions to current workplace changes and how effectively they are adapting to them.
 - Complete the first portion of a Change Map, which helps them apply program techniques to a workplace change.
 - Learn the four phases of change.
- **Getting from Here to There:** Learners explore the phases of change and determine which they are currently experiencing. Video and discussion introduce TEST Drive Change, which is a model that uses specific techniques to help people adapt to change. In a series of activities, learners describe the value of each TEST component, effective uses of the techniques, and missed opportunities to use them. Change Maps help identify actions they can take within the TEST model, and learners discuss factors they can and cannot control or influence.
- **Enjoying the Ride:** Learners revisit each tool and share insights on how they will view change moving forward. Optional activities include learners applying TEST techniques to case studies and practicing helping others adapt to change by applying TEST techniques.