Embracing Change

Program Highlights:
If there’s one thing all organizations in today’s economy have in common, it’s that they are undergoing change. But change can only be effective if the employees impacting your bottom line embrace it. Their ability to adapt will determine the competitiveness and success of your organization. This course focuses on the role of individual performers in implementing change in the workplace. Participants discover their Change IQ and learn about the phases of change that many people experience when undertaking a new initiative. Using the Embracing Change job aid, which includes best practices, individual performers will tackle and overcome the new business challenges of today and tomorrow.

Certification:
- DDI Continuing Education (CEU’s)
- HRCI Recertification points for PHR, SPHR, & GPHR

Next Steps:
- Communicating with Impact
- Leading Change
- Valuing Differences
- Working as a High-Performing Team

Benefits:
- Commit to and take ownership of change.
- Effectively recognize change, explore change, and overcome personal resistance to change.
- Minimize the negative impact on individuals, work groups, and the organization of not adapting to change.
- Demonstrate an embracing change mind-set that influences others to embrace workplace change.
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<th>UNIT</th>
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<td>UNIT 1: Change, Change, Change (30 minutes)</td>
<td>- Learners work in triads in a three-round activity that helps them recognize the mind-set and strategies needed to cope with an ever-changing and demanding work environment. Facilitator conducts a large group debrief, and then overviews the objectives and agenda for the workshop.</td>
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| UNIT 2: What’s Your Change IQ? (20 minutes) | - Facilitator leads a discussion about recent workplace changes and business results.  
- Facilitator overviews the Change IQ Continuum, and learners share some insights they gained from completing it. |
| UNIT 3: Phases of Change (40 minutes) | - Facilitator introduces the phases of change by showing a video and share a personal example of experiencing the phases. Volunteers share additional examples.  
- Facilitator introduces the Embracing Change Personal Charter, and learners complete steps 1 and 2 and discuss what they’ve written with a partner. |
| UNIT 4: Best Practices (30 minutes) | - Facilitator distributes the job aid and points out the best practices.  
- Facilitator explains that learners will be able to control or influence some aspects of a change and introduces the Control Evaluator. Learners use the Control Evaluator to complete step 3 of their charters, and then discuss their insights with a partner. |
| UNIT 5: Case Study (55 minutes) | - Learners assume the roles of four characters who work at a fictional company and work in teams to complete a Control Evaluator about a change the company is facing.  
- Learners watch a video in which the characters they just portrayed appear. They track what the characters say to influence the Change IQs of their fellow team members. Then facilitator conducts a large-group debrief. |
| UNIT 6: Change Pursuit and Close (35 minutes) | - Learners finalize their personal charters, including steps 4 and 5, and discuss with a partner.  
- Learners participate in a self-directed game that gives them the opportunity to review and apply the key points, skills, and techniques they learned about in the session.  
- Facilitator distributes workshop evaluations, revisits any open issues and the agenda, and closes the workshop. |