

LEADERSHIP for CHANGE

Compelling
Business
Need

Shared
Vision

Mobilized
Commitment

Focused
Leadership

Map the
Transition

Integrate
Change

Engage
Support
and
Assistance



Leadership for Change

- Collaboration
- Stakeholder Engagement
- Impactful Conversations

Market instability, speed-to-market competition, corporate mergers and “right sizing” are just a few of the overwhelming forces creating a need for Organizational Change today. Much has been written about how the success of a business is directly tied to leadership’s ability to lead change and quickly adapt. In that light, the ability to lead a business unit/department through a significant organizational change is critical to both the organization’s success and the career success of any manager/leader today.

Acknowledging that an organization’s **Leadership Competency Model** creates the core platform for leadership development, it is important to recognize that there are specific Principles unique to small and large scale organizational change which must be addressed with deliberateness and an applied discipline.

Leadership for Change is a program designed for managers and leaders to focus their attention and develop their skills for addressing the critical few **Principles of Organizational Change** and engaging Stakeholders in a meaningful way throughout the change lifecycle. These Principles are presented in the form of the Change Acceptance Process (CAP) model which is born out of more than 20 years of direct testing and application in large organizational change initiatives.



About the Workshop

By the completion of this Workshop, managers and leaders will:

- Understand the nature of organizational change and personal transition, and the relationship of stakeholder acceptance to the success of organizational change.
- Understand and experience the Change Acceptance Process (CAP) model, key concepts, tools and their intent through a real-world direct application in participant's work.
- Understand and experience a process and approach to structuring the business conversations and stakeholder dialogue that will result in meaningful engagement of stakeholders thus creating a more effective change effort through the change lifecycle.

Workshops are typically 2 days in length and can be expanded to incorporate the desire for an intact team to learn and apply the concepts and to make tangible progress on their change initiative.

Each module of the workshop will take an element in the CAP model and evolve through the following learning process:

- Introduction of the element - define it and explain its value
- Introduce specific process and conversation tools and apply them to a real business change initiative
- Identify the critical business conversations that will need to take place to actualize a change.
- Create approaches for structuring those conversations for success.



Experience has demonstrated that this approach of applied learning results in participants leaving the workshop with the knowledge, skills and action plans to immediately implement back on the job.



Consulting Services

In the addition to the Leadership for Change Workshop experienced consultants are available to:

- Coach individual leaders of change
- Facilitate intact teams in the implementation of organizational change
- Prepare the launch of an organization-wide change initiative
- Create a customized change methodology and toolkit for an organization
- Create internal capacity to facilitate, coach and train individuals or teams in an organization

collaboration
increases
organizational
effectiveness

Who We Are

Valuing Change, Inc. partners with organizational leaders to structure and hold the strategic conversations necessary to advance critical business goals and initiatives.

Founded by Beth Balschi in 2002, Valuing Change has access to and partners with a worldwide network of affiliates, consultancies and subject matter experts enabling the appropriate skill and level of resources required for any endeavor.

- ▲ All of our associates have 15+ years professional experience
- ▲ Experienced in building collaborative cultures and organizations
- ▲ Expertise in designing processes to implement strategic change that is successful and sustainable
- ▲ Broad range of application environments: Fortune 500, private companies, individual, team, and organization-wide application

We are committed to the development of collaborative organizations based on a mutual belief that collaboration increases organizational effectiveness, enhances communications, develops alignment and insures commitment to results.



Contact us:

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