

Leading Change in Difficult Times

During challenging economic times, as many organizations face today, change can be especially painful because it is forced upon us. Whether change is driven by economic hardship or initiated to take advantage of a recognized opportunity, the challenges of getting people in an organization from where they are now to full engagement with the new plan, program or situation – are the same.

This Enlightened Leadership Solutions' (ELS) webinar series addresses the challenges of change from the planning and initiation, through the multiple stages of transition, to the celebration of success.

The series includes:

- Five one-hour, live webinar learning modules for teaching the concepts, tools and practices required to assure an effective change initiative.
- Five group coaching(Q&A) teleconference sessions, to address specific, personal idiosyncrocies of your situation.
- All sessions are recorded in case you have to miss a session.
- Handout for each webinar module.
- A copy of *Leadership Made Simple: Practical Solutions to Your Greatest Management Challenges* for each registration. (additional copies half price)

Doing Our Part to Help

- To make this an especially strong value for you, we support and encourage you to bring in your entire team (one location) to experience the webinar series with no additional investment.
- Further, we encourage you to schedule 30 minutes after each module to thoroughly discuss how it fits your situation and plan specific application.
- You apply this to any simple change scenario, and it will pay for itself numerous times.
- If our time schedule doesn't suit your team, no problem! Just schedule your session a couple of days later, and you can use the replay. You can pause the replay to discuss the elements, so it has some advantages.

A Few of the Topics to Be Addressed:

- 7 Steps to Successful Change Initiatives™
- ELS Dynamic Change Management Model™ as a powerful checklist for what must be done.
- The critical distinction between Change and Transition and how to handle them differently.
- The three stages of transition that everyone goes through.
- What to manage during change initiatives, and what must be led.
- Breakthrough leadership tools and practices to optimally move people through the transition stages to full engagement of the new situation.
- A checklist for shifting people's focus.
- Framework for Leadership™ design/planning checklist.

Additional Value-Added learning:

- The numerous subtle distinctions that make all the difference in success – these would be called “secrets” if we wanted to be “salesy” about it!
- The greatest roadblock to success of any change initiative and how to remove it.
- How to get people “unstuck.”
- The kinds of questions that distinctly work in certain transition stages, but not others.
- The critical factor that decision-making executives must understand and honor.
- Learn how to determine the greatest constraint among the three primary organizational systems, so you’re focused on the right one first.
- Realize some important aspects of strategy during change and what your role is in strategy.
- Learn key leadership strategies for optimally working through each of the stages of transition.
- Understand the personal decisions that stakeholders are naturally making at each stage of transition, and how to manage them differently.
- Learn the Framework for Leadership™ as a powerful change and transition management tool for closing gaps between the current situation and the desired future goal or outcome.
- A Change Management Planning Worksheet to guide your planning process.
- Realize the impact of emotions on transitions and what to do about it.
- Receive a “Questions for Planning” tool for each of the ELS Dynamic Change Management Model elements.