

Not So Basic Training



Leading Change

You've seen it happen. Leadership rolls out a big change. Everybody nods in the meeting. Six months later it's quietly dead and nobody says a word about it. Some organizations pull change off. Most just limp through it and the difference usually isn't the plan. It's whether the leaders knew how to bring people with them.

Change isn't really an event anyway. It's a reaction, and it runs the same predictable path every single time. Once your leaders can see that path coming, they stop getting blindsided by resistance and start steering it.

We call it the change reaction - with 4 steps:
Hear. Fear. Near. Cheer.

In this session your team learns to spot the feelings and behaviors that show up at each step, in themselves and in the people they lead. That's what lets them move a change forward without the foot dragging and the "this too shall pass" eye rolls.

What We Cover:

- The stages of change and why people dig in
- The skills leaders actually need to roll change out
- How to plan a change so it sticks
- How to manage the messy middle
- How to get people to buy into a new direction
- How to sustain it after the kickoff energy wears off

Resistance to change kills good ideas every day, at work and at home. Your people don't need another pep talk about embracing change. They need to understand what's happening and what to do about it. That's what they walk out with.

Run this for: owners, managers, and anyone leading any type of change.

Contact us for a solution that fits YOUR needs!

On-Site or Virtual Options:

- 2-3 Hour Training Session
- 45 Minute Mini-Training
- Coaching

Self Paced Tool Options:

- Accountability Isn't Complicated. You're Just Skipping Steps (www.mynsbt.com)



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