

TRANSITION MANAGEMENT

Influencing others to
embrace change even when
they don't want to



SEMINAR OUTLINE

Dynamics of Change

- What is change
- Why change is necessary
- Why change efforts fail

Nature of change

- Change is personal
- Managing the chaos of change

Change vs. Transition

- Understand the difference
- Key factors in transition
- Experience the downward spiral

Phases of Resistance

- Resistance is natural
- Why people resist
- Different phases people experience
- Key objectives when managing resistance

Phases of Transition (William Bridges)

- Three phases of transition
- Map transition phases to resistance phases
- Understand key elements of timing
- Define appropriate activities

WORKOUT OUTLINE

Past change analysis

- Understand prior changes
- Differentiate between success and failure
- Diagnose failures

Current change analysis

- Predict a win/lose/draw outcome

Transition plan

- Choose transition activities
- Map activities to timeline

Communication Plan

- Key steps
- Avoid backlash
- Timing is everything
- Communication chasm

SCHEDULE

Seminar 9:00-11:45am

*Lunch 12:00-1:00pm

Workout 1:00-4:00pm

*Working lunch