

## Business Challenge

Today, constant change is an everyday challenge. Even though change initiatives are critically important to their organizations, between 50 and 70 percent of them fail. Organizations that succeed in today's turbulent, changing environment have leaders who regard leading change as an everyday aspect of their work. They stay ahead of the curve by anticipating, embracing, and orchestrating change to generate the necessary results.

## Target Audience

The audience for Leading Change is mid-level and senior-level leaders who are leading strategic initiatives or broad changes in their part of the organization.

## Our Solution

AchieveForum's research points to three key differentiators to success in change management: building adaptability, driving change, and building commitment.



### This program will enable your leaders to:

- Sustain high performance under turbulent conditions through improving their personal adaptability to change
- Successfully implement a change initiative through all phases of the execution life cycle
- Develop and maintain a broad base of commitment and support for new strategies, initiatives, and programs

### Leading Change contains four modules:

- **Introduction to Leading Change** introduces the research-based framework for leading change effectively in an environment of continuous change:
  - Build your capacity for sustained high performance under turbulent conditions
  - Drive change (rather than letting it drive you) to accelerate its planned impact on the organization
  - Focus on managing the dynamics of commitment to change
- **Build Adaptability** provides tools and activities, including an adaptability assessment, to help leaders increase their own personal adaptability and build it within their organization.
- **Drive Change Initiatives** provides an understanding of the dynamics of planned change, including the phases that all initiatives move through, and the six factors that predict success, as well as tools for driving initiatives while minimizing risk of failure.
- **Build Commitment** provides four leadership techniques (and supporting tools and tactics) for building commitment to initiatives and the changes they require of people in the organization.

## Delivery Options

- **Classroom:** 2 days
- **Virtual Classroom:** Four 2-hour virtual facilitator-led sessions, combined with pre-session and intersession work totaling 8 hours
- **Custom Blended Options:** AchieveForum can create a specific solution to meet your needs, leveraging a wide variety of virtual and work-integrated learning methods. These may include the following: Virtual Orientation Sessions and Small-Group Webinars; Online Discussions; Action Learning; Reconnects; Leader/Coach Tool Kits; and Downloadable Job Aids.

## Driving Measurable Results

We help organizations drive performance that generates measurable, sustainable results through helping you achieve leadership excellence at every level of the organization. Our research into high-performing leaders and organizations forms the basis of all our learning solutions.

### About AchieveForum:

AchieveForum delivers leadership solutions that are designed for the customer and are built on more than 85 years of global experience. Our tailored learning solutions are created with purpose and driven by innovation to help organizations effectively execute their business strategies. We provide clients with practical and research-based products and programs that mobilize employees, accelerate business-initiative implementation, and improve agility. For more information, go to:

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