

MANAGING TRANSITION while LEADING COMPLEX CHANGE

Thursday | May 28, 2009 | 8:30am – 4:30pm

MEZZA CAFE, 3rd Floor | Starbucks Corporate Building | 2401 Utah Ave. S., Suite 301 | Seattle WA 98134

(This workshop is designed for any staff facing challenges associated with changes impacting organizations and workshops)

Experience suggests that the psychological process initiated by change is more like distress and disruption to human beings than an adjustment. Have you ever wondered why some changes are relative easy to maneuver, others difficult and some are just plain chaotic?

Changes often weaken an organization, leaving people resentful, de-motivated and confused at a time when creativity and commitment are essential. Managing Transition is based on 20 years of research in widely used set of techniques for managing the human side of change. Furthermore, understanding the type of change you are facing and selecting appropriate tools and methodologies are essential for creating the conditions for successful transition.

This interactive workshop addresses the impacts that changes have on people followed by an examination of how to deal with the impact of complex change on organizations.

The first half of the workshop includes techniques for helping disengage people from old ways, supporting them through the in-between time, and helping to adapt to new ways. The second half of the workshop draws from the most recent theories of change and complexity developed at the MIT Sloan School of Management and the University of Hertfordshire in the United Kingdom and presents new techniques for assessing the type of organizational change you are facing and identifying and applying appropriate methods for complex change dilemmas.

Workshop Objectives:

Part I

- Understanding the difference between managing change and managing transitions.
- Develop a plan for helping people let go of the old and embrace the new.
- Learn how to lead people effectively through the potential of ambiguity.
- Understand how to begin again.
- Create a management plan for a particular organizational change.

Part II

- Understanding the various kinds of change.
- Understanding the complexity continuum in organizational systems.
- Understanding how different types of complexity lead to hyper-complexity.
- Explore the role of change and complexity in selecting management and planning tools and methods.
- Discover keys to shifting from “managing” change to “leading” change in organizations.
- Allow participants to work with real-world complex change dilemmas.

Participant Outcomes:

- Understand the difference between managing change and leading transitions and the important relationship between them
- Learn how to manage endings and help people deal with loss
- Learn how to communicate about loss and transition
- Review suggestions for facilitating a new beginning
- Learn the seven principles of transition management
- Identify four types of change and explain why the distinctions are important to decision makers in organizations
- Be able to plot changes on the complexity continuum
- Identify the factors that make organizational change complex
- Identify four kinds of complexity that can be used as a guide for creating high-leverage change initiatives
- Match opportunities created by change to options for addressing change
- Develop principles for leading complex change in your organization

TRAINER: LUCY GARRICK

WORKSHOP FEE

Coalition Member Organization

\$90 per participant [for 1-5 staff from member organization]

\$80 per participant [6 or more staff from member organization]

Non-Member Organization

\$120 per participant

Lunch will be on your own.

Continuing Education Units/Clock Hours

Participants can register for Highline Community College **Continuing Education Units (CEUs)**.

The cost is \$10.00 per course. CEU forms are available at the workshop.

Free Clock Hours available at the workshop.

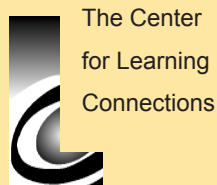
REGISTER ONLINE TODAY !! *(space is limited)*

To register online, go to: <http://www.learningconnections.org/coalition/workshops/2009/may28>

Contact

For more information about this workshop, contact **Anna McCain (206) 870-5908** or E-mail: amccain@highline.edu

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