

Change Leadership: Empowering Managers & Leaders for Successful Transformation

Equip Your Leaders to Drive Change and Employee Engagement

The Challenge: Why Leaders Matter in Change

- Active and visible executive sponsorship is the #1 factor in whether a change initiative will be successful (Prosci)
- Up to 70% of change initiatives fail due to a lack of employee buy-in
- Leaders directly influence employee perception and engagement during change
- Without equipped leaders, change can lead to confusion, resistance, and ultimately, project failure

Our Solution: Empowering Leaders for Change

Our Change Leadership Workshop Equips Leaders
To:

- Communicate the "why" behind the change effectively.
- Navigate resistance and build team buy-in.
- Champion a culture of continuous learning and adaptation.
- Motivate and inspire teams through uncertainty.
- Develop strategies for effective change implementation

What you'll gain from this workshop

- Practical tools and frameworks for leading change
- Improved communication and coaching skills
- Increased confidence in managing change initiatives
- Strategies to foster a culture of innovation and resilience

Looking for Additional Topics?

We offer a robust set of half-day workshops to help any organization looking to drive a modernization change. Whether you are deploying Power BI or Fabric across the organization, updating your CRM, or establishing Generative AI solutions in key business functions, we can help! Contact us to learn more about volume-based discounts.

- 1. Kickoff and Introduction to Change Management:** Defining change management and the scope of change management functions. An overview of the roles and responsibilities that drive meaningful change.
- 2. Navigating Digital Transformation: Change Management Strategies for Modernization:** In an introduction exploring how organizations can effectively manage change during digital transformation initiatives. We will discuss best practices for aligning people, processes, and technology to achieve successful modernization.
- 3. Building a Change-Ready Culture: Key Principles and Case Studies:** We dive into the importance of fostering a culture that embraces change, as we share real-world examples of organizations that have successfully cultivated change readiness.
- 4. Stakeholder Engagement and Communication Strategies:** Highlights the critical role of stakeholders in modernization projects. We will also provide practical tips for engaging stakeholders, managing expectations, and delivering effective communication.
- 5. The Importance & Role of an Executive Sponsor:** What is an executive sponsor, and why do you need one? We'll discuss the role an executive sponsor plays in the adoption of modernization efforts and how you can set them up for success.
- 6. Instructional Content & Guided Experimentation Approaches:** Instructional content can come in many forms – documented walkthroughs and guides, videos, live and recorded training sessions, and LMS courses. We'll discuss the importance of just-in-time training and factors to consider when building the skills required to adopt to your modernization efforts.
- 7. Change Leadership: Empowering Managers and Leaders:** People Managers and leaders within your organization will have a major impact on the success of your modernization efforts. We provide strategies to equip leaders with the skills needed to guide their teams through technological changes.
- 8. "User Adoption: From Resistance to Enthusiasm":** We will discuss common challenges related to user adoption during technical implementations and share strategies for overcoming resistance and fostering enthusiasm among end-users.
- 9. Measuring Change Success: KPIs and Metrics:** Let's explore the concept of "One Metric" and key performance indicators (KPIs) to assess the impact of change management efforts, and how to define your "why" behind the change.
- 10. Agile Change Management: Adapting to Rapid Technological Shifts:** Understand how agile principles can enhance change management in a dynamic environment. Learn how to iterate and adjust change strategies as technology evolves.

Pricing & Next Steps

Pricing:

- *In-person half-day event: \$3,750
 - Capacity: up to 20 attendees
- Virtual half-day event: \$2,500
 - Capacity: up to 30 attendees

*In-person events held on your campus. For in-person events off-campus, please contact us for pricing.

How to get started:

- Contact us at cmsales@ilink-systems.com