

The New Reality™ Workshop

The time for managing change is over. In today's fast-paced global economy, the new expectation is to seize change and make it work for you — actually make change part of your individual and organizational competitive edge. This workshop explores the change process to give you guidelines and strategies you can use immediately to increase productivity and mitigate the dynamics of change. And with the accompanying New Reality handbook, you'll be able to continue applying these principles long after the session is over. The New Reality workshop helps you take advantage of the new opportunities being created daily as a result of today's continuous, complex change.

Delivery Format

GENERALLY 4 HOURS BUT CAN ALSO BE:

- 2-hour keynote
- 3-hour blended keynote/workshop
- Full-day workshop (5-6 hours)
- 2-day leadership workshop.

Workshop Outline

3 GUARANTEES

- Change is here to stay
- It won't be trouble free
- You are accountable

RESISTANCE TO CHANGE

- The phases of resistance
- What it looks like/sounds like
- Pace and placement
- Where am I?
- Dangers of resistance
- Types of communication
- Gaps
- Accountability
- Tools to address

PREDICTABLE DYNAMICS OF CHANGE

- Individual dynamics
- Organizational dynamics
- How to mitigate the dynamics

CHANGE ADAPTIVE CULTURE

- A culture change story
- Change Adaptive vs. change incompatible
- Behaviors, Behaviors, Behaviors
- Critical mass
- You get what you reward
- Personal choice
- Personal actions
- Leadership actions

OBJECTIVES

Participants will learn:

- That change is universal and driven from the outside in
- The individual and organizational dynamics of change
- How to mitigate the drop in productivity during times of change
- Phases of resistance and the types of communication needed in each phase
- The 3 types of behaviors during change and where to invest time and energy
- How to create a more Change Adaptive culture and the power of rewards and consequences.

PRODUCTIVITY IMPACT

- Transition period
- How to mitigate
- Individual and organizational competitive advantage

THE NEW REALITY APPLICATION

- Strategies
- Behavior change
- Next steps