



WHAT YOU CAN EXPECT:

- Help to focus on urgent action, build a guiding coalition & design a unifying vision
- Experienced consultants, all with a wealth of change leadership experience
- A robust dialogue to help drive significant change in unprecedented times
- Help to empower action, generate quick wins & anchor changes in your culture
- Best practices in change leadership, adapted for the current crisis
- Templates and guidelines for a 'change plan' that engages employees



CHANGE LEADERSHIP TRAINING

FOR MANAGERS & MANAGEMENT TEAMS

In current times, dominated by COVID-19, Strategic Leadership are doubling efforts to be of value. We are offering a series of three **online**, customised *Change Leadership Training* sessions for managers and management teams.

Change leadership has long been an important skill amongst managers, but it has never been **as urgent a priority** as it is right now. In these online workshops, groups of managers come together to align their approach to tackling the **volume of change** they are seeing during these times.

This training series aims to answer the real questions we hear managers asking us:

- What will these unpredictable times bring in a month's time?
- How am I supposed to lead my people if I don't know where to go?
- My people are extremely worried about the future. How do I address that truthfully?
- How open & honest can I be with my people?
- How can we create a clear path forward?

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STRATEGIC LEADERSHIP

HOW DOES IT WORK?

AWARENESS SESSION

1

Creating awareness of our own attitude towards change and learning methods on how to be more aware of the emotional state of others. John Kotter's 8 steps for Leading Change is used as framework, with an extra focus on steps:

1. Creating a sense of urgency
2. Creating a guiding coalition
3. Creating a unified change vision

ACCEPTANCE SESSION

2

Learning to accept that which is unchangeable from all that we can control and influence. Extra focus is on learning how to handle those elements that cause us concern, but we cannot change. John Kotter's Leading Change steps in focus here are:

4. Communicating a change vision
5. Empowering action (including the removal of perceived barriers)
6. Generating quick wins (and creating momentum)

ACTION SESSION

3

Building on the previous sessions, this one is about taking conscious action in cooperation with selected stakeholders. Participants receive a step by step approach for how to engage others in this process. John Kotter's steps in focus are:

7. Keep driving change (beyond the point you think is enough)
8. Anchor changes in culture

In this package we propose three online training sessions, each lasting two hours. In this series, two expert consultants will prepare managers to lead difficult change - all in a more conscious and systematic manner.

Whilst these sessions are held online at the moment, they mirror real training sessions, with exercises, group discussions and break out room tasks.



The approach we take is built around Strategic Leadership's Inner Compass of Conscious Leaders and embraces the three steps of Awareness, Acceptance and Action. It is underpinned by John Kotter's 8 Steps for Leading Change model, creating a well rounded approach.

In addition to the group sessions, this package includes manager guides to the following topics:

- Awareness & acceptance exercises
- Circles of control-influence-concern
- Change communication
- Adaptive goals for teams
- Conscious & systematic change plan

CHANGE LEADERSHIP TRAINING IS A 3 SESSION PACKAGE THAT FOCUSES ON THE LEADERSHIP NEEDED TO SUCCESSFULLY DRIVE CHANGE IN A CRISIS