



Creating Successful Change Leaders/Agents™

Why this Workshop?

Creating organizational change is not a solo sport. You need people to lead the change: to make strategic decisions, allocate resources, align consequences with desired behaviors, etc. And you need agents who act on the leaders' behalf to drive change at different levels of the organization.

But neither the leaders nor the agents operate in a vacuum. The organization must have the right success factors in place...factors which allow the change leaders/agents to achieve their intended goals. When these factors are *not* in place, change leaders and agents will encounter roadblocks that can reduce the chances of success for both the current change initiative and for future initiatives.

The **Creating Successful Change Leaders/Agents™** workshop is designed to help leaders put into place the success factors that allow change leaders and agents to do their jobs: i.e., to foster organizational buy-in and commitment to change.

Target Audience

- Initiative leaders
- Others responsible for creating change

Workshop Approach and Outcomes

The workshop takes participants through the steps of assessing their organization on multiple success factors, identifying gaps, and creating a plan. Participants will work with a partner and will have the opportunity to get input from the larger group and the facilitator.

Participants will leave with: a) an understanding the organizational success factors that need to be in place in order for change leaders/agents to succeed; b) a picture of how their organization stacks up on those factors; and c) a plan for closing the most important gaps.

Agenda

- Define change leader/agent role
- Assess your organization on the factors
- Understand the organizational factors for leader/agent success
- Identify factors that need attention
- Create a plan to close the gaps

Length

- 1 day

Timing

- 9:00am – 5:00pm (or equivalent)

Recommended Class Size

- Up to 16 participants

Required Pre-Work

- Need to collect and bring information on the change initiative, stakeholders, and case for change. Participants will be given a checklist of specific information needed.

Recommended Follow-Up

- Further discussion of the assessment, gaps, and plan with colleagues and stakeholders
- Professional coaching/consulting (as necessary)