

Igniting Change: Creating & Sustaining Organizational Transformation

With the exception of offerings like GE's *Change Acceleration Process (aka CAP)* and John Kotter's *Leading Change*, most executive and leader-level 'change workshops' focus predominantly on responding, reacting, and coping with change. *Igniting Change* is the converse – focusing predominantly on envisioning, creating, orchestrating, implementing, and managing change. There are many lessons to be learned from both successful and failed change initiatives, attempts to redesign corporate culture, or launch various projects within organizations. *Igniting Change* provides a clear, repeatable process that accounts for the science of change at the individual, group, and organizational levels. Participants will conclude the workshop having explored a rich blend of theoretical and pragmatic approaches to effectively lead and coordinate change efforts back at work.

Course Outline

- I. Organizational Research: The Science of Change**
 - A. Culture & Change
 - B. The Change Continuum
 - C. Revolutionary vs. Evolutionary Change

- II. The Perfect Plan: Igniting Change**
 - A. Three Buckets
 - B. Ten Steps

- III. Anticipating the Inevitable: Planning for When Things Go Wrong**
 - A. The Alignment Diagnostic
 - B. The Change Assessment

- IV. Applications, Implementation, and Execution at Work**



STRATEGY | CULTURE | LEADERSHIP | CHANGE