

Leading Change in a Complex World | 2 Days

Change is both inevitable and necessary, yet potentially disruptive. Leading change efforts requires building credibility, communicating effectively, developing trust, making decisions, and demonstrating confidence. This course will help you to cultivate the leadership skills that you need to influence others and guide them through times of change.

WHO SHOULD ATTEND:

Anyone working within leadership, or aspiring to transition into leadership, who would like to professionalize their skills and competencies.

JOB ROLES:

Personal Development
 Leader of Teams/Projects
 Leader of Managers/Departments
 Leader of Organizational Strategy

OBJECTIVES:

- Learn to thrive in a volatile and changing world
- Build employee engagement in a precarious work environment
- Leverage fundamental values to build a better workplace
- Develop a culture of change
- Plan a path to the future

COURSE OUTLINE:

Building a Sustainable Organization

Seeing the Need for a New Type of Leadership
 Choosing to Be an Authentic Leader
 Rebuilding Confidence
 Decentralizing Power

Values and Engagement in a New Reality

Engaging in the 21st Century
 Measuring Employee Engagement
 Developing Highly Engaged Employees
 Tapping into Discretionary Energy
 Embracing Differences
 Building a Sustainable Organization
 Integrating Engagement into Your Culture
 Building a Passion for Excellence
 Inspiring Trust
 Reaping the Benefits of Trust

Making Change the New Normal

Facing Complexities
 Navigating Fluid Environments
 Harnessing the Power of Change
 Applying Intuition
 Creating Profound and Sustainable Change
 Understanding the Phases of Change
 Engaging Stakeholders
 Leading Through the Transition

Planning for the Road Ahead

Managing Issues of the 21st Century
 Working Within the New Cultural Reality
 Avoiding Traps and Pitfalls
 Challenging How Teams Are Managed
 Building a Vision
 Managing with Purpose

We Ensure Personal & Professional Growth Through:



TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,
 Personal & Team Assessments, Tools & Templates.

Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Content such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

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Reinforcement Videos

- Innovation: Paint a Picture of the End Game featuring Bill McComb
- The Innovation Economy and the Future of Business featuring James Canton
- From Creativity to Innovation: Discover, Dream, Design, Decide, Do featuring Ian Metcalfe
- Where Does Innovation Come From? featuring Gary Hamel
- How Does Innovation Really Happen? featuring Chip Heath
- The Case for Open Innovation featuring Dwayne Spradlin
- Achieving Growth in Challenging Times: Focus on the Job of the Customer featuring Clayton Christensen
- Disruptive Innovation and Growth featuring Michael Raynor
- Setting Metrics for Innovation Programs, featuring Lisa Bodell
- Connecting the Dots of Innovation featuring Jeff DeGraff
- Innovation Means Execution featuring Tim Sanders
- The Arithmetic of Innovation featuring Gary Hamel

Book Summaries

- *The Definitive Drucker: Challenges for Tomorrow's Executives: Final Advice From the Father of Modern Management* by Elizabeth Haas Edersheim
- *Making Innovation Work: How to Manage It, Measure It and Profit From It* by Tony Davila, Marc J. Epstein and Robert Shelton
- *The New Age of Innovation: Driving Co-Created Value Through Global Networks* by C.K. Prahalad and M.S. Krishnan

Blueprints

- *Strategies for Stimulating Business Innovation* by Mary Beth Yannessa, Howard P. Kern, and Ken Ferry

Leader-Led Activities

- Innovation Strategy Discussion Guide
- Innovative Mindset Discussion Guide
- Removing Obstacles Facilitation Guide
- Exploring Different Perspectives Facilitation Guide
- Types of Innovation Facilitation Guide

Self-Assessment

- Innovation Mindset Self-assessment

Business Impact

- Business Impact: Using Conflict to an Organization's Advantage
- Business Impact: Facilitating Work Related Conflict Discussions

Challenge

- Challenge: Leading Innovation

Tools

- Innovative Company Search
- Innovation Definition
- Looking for Opportunities
- Defining Opportunities
- Exploring Multiple Perspectives
- Innovation Strategy
- Removing Obstacles
- Innovation Ping Pong

Test

- Leadership Advantage Test Yourself: Leading Innovation

Core Message

- Leadership Advantage: Leading Innovation 2.0

Case Study

- Responding to New Ideas
- Innovation Questions
- What Type of Opportunity?
- Anticipating Obstacles

Key Concept

- Key Concept: An Innovation Story
- Key Concept: Defining Innovation
- Key Concept: The Leader's Mindset
- Key Concept: Evaluating Innovation Opportunities
- Key Concept: The Importance of Strategy
- Key Concept: Anticipating Obstacles

e-Books

- Strategic Talent Management: Contemporary Issues in International Context
- Contemporary Issues in Leadership; Seventh edition
- The Death of Modern Management: How to Lead in the New World Disorder

Videos/Courses

- Organizational Authenticity: The Alignment of Say, Do and Believe
- How to Inspire Others to Inspire Others
- Engagement: Framing Questions and Listening Deeply
- Leadership In a New Environment

Materials listed above are representative and do not include all assets, which are subject to change as titles and resources are always being updated.