

# The Change Course

Creating change leaders in your organization.



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# THE CHANGE COURSE

## ● ● ● Why The Change Course works.

**Transformations are relational, not transactional.** Change management is often treated as an extension of project management and transactional activities such as a communication or training plan. Our approach shows you how to stop, step back and think about what it feels like for people to go through change.

When leaders understand how to effectively support their teams through change - transformation happens. That's why we teach leaders to focus on people and not on complicated change models or fancy tools.

## ● ● ● What we teach.

In **The Change Course**, we teach you how to show up for others, notice when people need more clarity, and to consider how people will feel about the change. This kind of insight will transform what actions you take to lead through change. We teach the invisible skills around creating clarity, assessing impact and coaching others through difficult circumstances.

- **Influencing decisions.** Most changes are in trouble before they start due to a lack of clarity.
- **Assessing impact.** Every change is a threat to someone. Learn how to be proactive and take care of people as you go.
- **Simple planning tools.** We've created a simple and intuitive tool to guide you through the change process will keeping the entire team on the same page.
- **Coaching.** A plan is needed and it's great until people get stuck. We'll teach you to plan, but also how to get people unstuck.

Great change leaders are a force for clarity, meaning, and compassionate action. **We can help you become one.**

● ● ● **Here's what participants are saying.**



- "Most engaging online training I've ever participated in!"
- "We are truly applying the ideas from class throughout our business teams. Decisions are getting made faster and we are holding ourselves accountable to this process."
- "I was naive to understanding the emotional connection to people's previous job duties."
- "The tools were a perfect fit. I was not anticipating the leaders to jump on board so quickly. It really works."