Unlike transactional skills, people skills aren't built in a day. We know this and have designed The Change Course to give you a real opportunity to learn, practice, and get help when you need it.

Our 3-month program starts with an introduction to The Change Experience and is followed by three deep dive sessions into each of the invisible skills.

**The course includes:**
- Four 2-hour training sessions
- Three 1-hour optional labs for practice & support
- The Change Course workbook
- The Complete Change Guide (tool)
- Virtual postcards with messages from your instructor
- Unlimited email access for questions

Who in your organization needs The Change Course? You? Your team? Your leaders? The better question is, "who doesn't?!"

We'd love to talk to you about getting started.

**Email courtney@slingshot25.com to get started today!**
What we believe.

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. You might be using a change model like Kotter, ADKAR or McKinsey’s 7S and those are great for what they do, but they don’t help you for how to stop, step back and and think about what it feels like for people to go through change.

We believe your time is better spent learning how to relate to others and help them make personal sense of what’s happening. That’s why we teach leaders to focus on people and we don’t get overly concerned with change models or fancy tools.

What we teach.

In The Change Course, we teach you how to show up for others, to 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.
- **Planning & 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.**

Don’t just take it from us. 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 naïve 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."