

## **Implementing Change Workshop Overview**

Chances are, somewhere along the line, we have all either experienced changes in the workplace as a result of downsizing, market changes, technology shifts, conflict in the organization, or simply as a result of a leadership change.

We may have also noticed that some people don't seem to embrace change in their organizations while others seem to be motivated by change. Increasingly, today's organizations are running "lean and mean" and creating the kind of environment that necessitates frequent changes.

How to help people and organizations become more resilient – that is, more capable of dealing with change, more able to adapt to change quickly and efficiently, and more successful overall?

## **Organizational Change Management Workshop Topics**

- Understanding the nature and scope of the change: what are we asking people to do?
  - Size, scope and complexity of the change
  - People impacts of change
- Tools for Assessing the change
  - Readiness assessments
  - Impact assessments
- Assessing Sponsorship for your change
  - Working with your sponsor

### Program Design and Strategy

- Help people be "Ready, Willing and Able" to implement change
  - Ready: Communications strategy, planning and implementation
    - Approaches
    - Tools
  - Willing: Issue Facilitation
    - Approaches
    - Tools
  - Able: Training needs assessment, program scoping and design, implementation and evaluation
    - Approaches
    - Tools
  - Measuring Program success
    - Approaches

### Action Planning

Takeaways to implement in our program

## **Method**

The workshop consists of a combination of presentation, discussions and case analyses. Participants will analyze and discuss actual change projects from their own experience. Templates and examples are included.

## Facilitator

### **Nadine Ryan-Bannerman, M. Ed. (Adult Education)**

Nadine is an organizational effectiveness consultant; facilitator and leadership coach with a 20-year track record of helping teams in organizations work more effectively together and improve their business results. Nadine has a Master's Degree in Adult Education, and is trained in Negotiating through the Harvard University Advanced Negotiating Program. Nadine also has formal coaching training through CoachMentor Institute.

Nadine was a pilot coach for EnCana's High Performance Coaching program which received the 2007 Prism Award for Excellence in Coaching. A Respectful Workplace program Nadine custom-designed for a major oil and gas company has consistently received 95 - 97% positive feedback on providing useful skill building and has been attended by close to 2600 participants. Nadine has many years of experience in successfully managing organizational change projects, including projects whose effectiveness has been measured by Ipsos Reid and the Project Management Institute of Southern Alberta.

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