

Leading People Through Change®

Create a More Resilient and Agile Organization

Change is constant. Equip your agency to adapt.

Change is inevitable in government work, whether it's responding to new policies, funding changes, or shifting community needs. Government agencies often face significant disruptions, including funding reallocations, leadership transitions, and technology upgrades, all of which require employees to adapt simultaneously.

Change efforts often fail when agencies and their leaders lack the necessary framework and skills to guide their teams through uncertainty. This can result in wasted time and resources, reduced productivity, employee disengagement, and high turnover, all of which affect the agency's ability to adapt and lead change.

It doesn't have to be this way. The most effective agencies make change a part of their organizational culture by addressing employees' concerns and involving them throughout the process. When leaders take this proactive approach, they strengthen trust, collaboration, and resilience within their teams.

Leading People Through Change® equips leaders with the skills to guide successful change initiatives. Leaders learn how to identify and address employees' predictable questions, resolve their concerns, and gain their commitment, helping the entire organization move forward with confidence.

Outcomes



Accelerate policy implementation



Strengthen leaders' ability to drive change



Increase employee buy-in and resilience



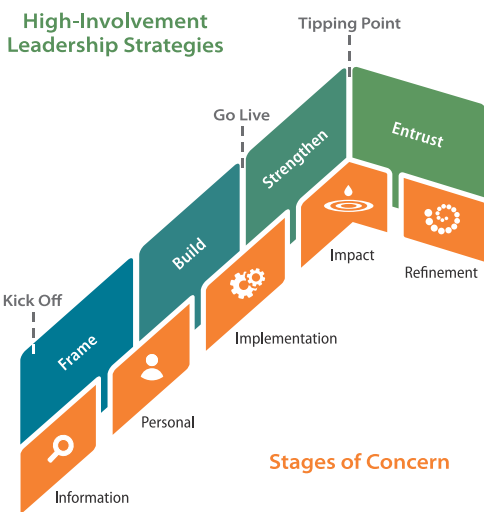
Improve success of public initiatives



Learning Objectives

- Understand the value of leading change through high involvement
- Anticipate and address common employee concerns about change
- Identify predictable challenges during change
- Involve others in co-creating change
- Practice identifying people's needs at each stage of concern
- Practice applying the right change leadership strategy to reduce or resolve concerns

Leading People Through Change®



A proven approach to leading people through organizational change

A Proven Formula to Develop Change Leaders

When government employees are engaged early and their concerns are heard, they are less likely to resist change. Involving them in the process fosters trust, collaboration, and a sense of ownership in the agency's mission. With their buy-in and commitment, change initiatives are more effective, leading to better outcomes for employees and the public.

Don't risk wasting time, effort, and taxpayer dollars on stalled or failed change efforts. Equip your leaders with the tools to guide teams through change, build resilience, and meet evolving community needs.

Format and Time Commitment

In Person In-depth Learning • Application • Practice • Action Planning

Instructor-Led Training: 1-day session

Virtual In-depth Learning • Application • Practice • Action Planning

Virtual Instructor-Led Training: Four 90- to 120-minute sessions

Prework (about 30 minutes to complete):

- Complete High-Involvement Change Mindset interactive worksheet
- Complete Why Change Efforts Derail interactive worksheet

Online Awareness • Application • Performance Support

Overview: 35-minute online overview to teach the core content, followed by optional Reflect and Share and access to tools for a full year

Adapting to Change Overview: 35-minute online course to help individuals embrace change more readily (with optional reflect and share)

Digital Assets: Micro-activities (videos, resources, activities, tools) that can be accessed in moments of need to support ongoing learning, performance support, reinforcement, and custom learning journeys

Who Should Attend?

- Public sector teams and departments
- Supervisors and mid-level leaders
- Senior executives
- Agency leaders overseeing policy or organizational change
- Anyone seeking to build trust during change initiatives

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