

Leading People Through Transition

▶ Programme for leaders over 3 modules



Releasing potential for change

Leading People Through Transition

Change projects can fail to deliver intended benefits when leaders give inadequate attention to the emotional transition of the people involved. Change and transition differ. Change is external and transition involves internal emotional responses. A focus on supporting individual transition is a critical job for leaders in any organisational change.

Running in parallel to the change project implementation phases, this programme helps leaders to understand where people are in the journey of transition and gives leaders the conversational tools, skills and confidence to support and engage people to adapt.



Maximise engagement for successful change

Module 1

Letting go of losses
Listening
Hope & Fears conversations
4Ps change messages

Module 2

Leaders checklist
Encouraging creativity
Giving control & short term direction
Difficult conversations

Module 3

Creating the future together
Clarifying vision and purpose
How we work together
Team goal setting & planning for success

Format



“It isn't the changes that will do you in; it's the transitions”
William Bridges