

# BECOMING A PARTNER IN THE CHANGE

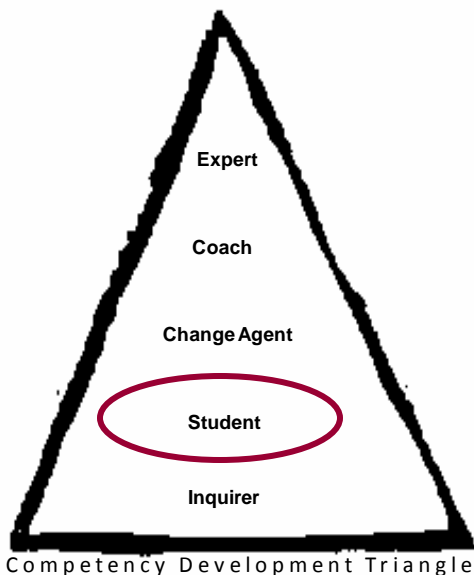
HELP YOUR EMPLOYEES MOVE FROM FEELING LIKE TARGETS TO BECOMING PARTNERS IN YOUR CHANGES



## Why do employees so often feel like targets of change?

Today, many organizations are changing the way in which they manage change; becoming thoughtful of the issues that these changes cause their employees and building ways in which to address those issues. Yet, sponsors and change agents are frustrated by the “target” mentality of employees who do not see that they, too, play a key role in a well managed change.

The ***Becoming a Partner in the Change Workshop*** addresses the emotional issues that can prevent employees from becoming partners in the change. It helps the employees to realize that those emotions and the resulting resistance to change are both natural and normal but that they, as well as their management, play a key role in dealing with the emotions and becoming proactive in learning to live with constant change: as a partner, not a victim.



## Objectives – to enable the people impacted by change to:

- Understand the reasons why they feel the way they do when faced with change
- Gain insight into their personal orientation to change and how that orientation impacts their outlook when faced with change
- Accept that resistance to change is both logical and natural for everyone
- Learn how the emotions triggered by change affect them and how the impact of the resulting behaviors affect the organization
- Identify ways in which they can build their coping skills to learn to live more comfortably in a world of constant change
- Contract with their management as sponsors and change agents to work in partnership to achieve successful changes the organization needs to make.

**Audience:** All employees, at all levels in the organization, who are faced with changes that require them to change their behavior.

**Prerequisites:** None

**Preparation:** None

Each participant will receive a copy of Jeanenne LaMarsh’s most recent book, ***Change Better/ Survive – and Thrive – During Change at Work and Throughout Life*** and a participant manual which includes their **Personal Change-Management Plan workbook** to use in the session and as a tool for them as they cope with current and future changes to work through the change process both at work and at home.



## BECOMING A PARTNER IN THE CHANGE WORKSHOP OUTLINE

The *Becoming a Partner in the Change Workshop* focuses on building employees' insight into their reactions to specific changes impacting them at work and how to develop a personal approach to change that will reduce their stress and increase the probability that those changes will be successful for the organization.

### What Makes Change Difficult

- Examine the reasons why people have difficulty with change
- Complete an assessment of their personal orientation to change

### Making Change Easier

- Understand the stages of change and the reasons why each is hard
- Identify what people need in each stage in order to cope with the issues that surface for them

### The Skills Required to Change

- Define the roles in the change process
- Assess what they need from sponsors and change agents to make the change successful for them

### Emotions versus the Rational Part of You in Change

- Determine how to rationalize their emotional needs and the logic of the change process

### Choosing to Change or not to change

- With the information they have captured in their Personal Change-Management Plan, make an objective assessment of their willingness to support the change or accept the consequence of choosing not to change

### Contracting for a Successful Change

- Build a presentation to management identifying what the employees need in order to work as partners in the specific change impacting them as well as to set up a behavioral contract for future changes

## BECOMING A PARTNER IN THE CHANGE WORKSHOP LOGISTICS

### On-site Workshop

**Timing:** Four to Seven Hours

**Location:** Client Site

**Dates:** Flexible

**Cost:** Contact Nicole Sturznickel (below) for custom pricing to meet your requirements  
Fees includes one day of preparation by the LaMarsh Global Consultant to become familiar with the change being implemented, the issues causing resistance within the organization, the culture and the history of change initiatives.

### Note:

This workshop can be organized and facilitated by internal trainers. For information about the Train-the-Trainer and customized workshop material, contact Nicole Sturznickel (see box below)

For more information, contact:

**Nicole Sturznickel**

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### **WHO IS LAMARSH GLOBAL?**

*We are a world leader in change management consulting and learning services. We help our clients deliver the results and benefits expected from business change like that driven by technology or a merger/acquisition. Our goal is to help our clients reduce resistance and make it easier for their people to change. Through our commitment to knowledge transfer, we empower our clients to become their own internal change management resources.*

*We offer our clients unparalleled project consulting support, a full curriculum of learning programs, cutting-edge web-based e-learning, multi-level competency development and certification programs, our complete step-by-step consulting methodology, and change management coaching services for leaders and change agents. We invite you to join companies from around the world across a variety of industries and lines of business that already experience the value and power of the Managed Change™ approach.*