Navigating Change

CHANGE CAN BE A GOOD THING
At the CENTER FOR CREATIVE LEADERSHIP, we know that when managers decisively navigate change — rather than simply react to it — their organizations tend to evolve healthily and thrive at every level. Designed exclusively for managers in leadership positions, Navigating Change is our tactical and people-focused program that utilizes our exclusive Change-Capable Leadership system to prepare managers for the challenges, frictions, and unique opportunities accompanying organizational change.

75% of change initiatives fail.

LET’S BE DIFFERENT.

BY FOCUSING SOLELY ON SYSTEMS AND PROCESSES, organizations often neglect to address the human elements that accompany major transitions, including emotional complexities, diversity of perspectives, and behavioral resistance. Focusing intently on process at the expense of people can inadvertently destabilize teams or even an entire organizational structure. CHANGE CAN BE A GOOD THING, but not if it happens mechanically.

CCL’s Navigating Change corrects this imbalance.
What does **CHANGE** mean to you?

Working from insights gleaned from a personal **Change Profile Assessment** (completed prior to attending the program), participants engage in an interactive 2-day experience that includes a simulated practice session for trying out new behaviors and communication tools that can be applied to real-life change scenarios. Participants will learn how to:

- **Apply Change-Capable Leadership practices, behaviors, and values to specific complex challenges.**
- **Lead change by influencing up, down, and around the organization.**
- **Work through the emotions of team members and engage them in the phases of change.**
- **Understand personal change preferences and how this impacts change leadership style.**
- **Learn to guide through the upheaval that comes with change.**

“Rapid organizational change is the No. 2 leadership development challenge in the next two to five years — and, logically, change is the second most important topic for leadership development.”

— CCL LEADING INSIGHTS STUDY, 2013
**PHASE 1**

**PREPARE**

+ Prior to attending *Navigating Change*, you will complete a change profile assessment.
+ You will also be asked to bring an example of change that is happening now or in the near future, whether it’s within your team or the organization.

**PHASE 2**

**ENGAGE**

+ *Navigating Change* is a highly interactive 2-day program experience providing activities, tools and more that can easily be applied when back at work.
+ Identify and plan action steps for a key challenge.
+ A simulated practice session will be used to try out new behaviors and approaches.

**PHASE 3**

**APPLY**

+ After the program ends, participants can apply and sustain their learning with practical tools.
IS YOUR CHANGE STRATEGY OUTDATED?
Rapid organizational change is considered one of the top leadership development challenges. Leaving the process and politics of change to chance almost guarantees failure. That’s why we advocate Change-Capable Leadership, our proprietary curriculum that goes beyond the important but linear steps of change management in order to prepare managers for the constantly shifting needs of a major organizational change. Change-Capable Leadership is knowing how to be while figuring out what to do. It’s about forging a common direction and building a collective commitment to change, even in the midst of uncertainty.

By understanding the individual perspectives, frustrations and fears that accompany a major transition, managers can answer this question: How do I best help my people through change, especially when they have no control or choice? In this way, rather than simply monitor or oversee change, managers can actively lead change — making it a healthy, rewarding and sustainable experience.
CHANGE IS CALLING.

THERE ARE PEOPLE WHO ENDURE ORGANIZATIONAL CHANGE AND THEN THERE ARE PEOPLE WHO EMBRACE IT. Those who embrace change are the first to recognize its positive potential, even if the initial steps of change are disruptive or confusing. These are the sort of leaders who help major transitions become successful and sustainable. By accepting that change can be good, effective managers help smooth over phases of turbulence as they rally optimism in coworkers and bolster overall team confidence.

Moving people from a familiar past to an uncertain future requires vision and confidence. As an organization introduces change, encouraging people onto the same page is one of the most critical responsibilities of leadership. Navigating Change gives managers strategies they can use immediately to help their teams and colleagues steer through the phases of change and become agreeably aligned with their organization’s new direction. Leaving behind old ways still takes time, but it becomes an exciting and worthwhile endeavor.

CHANGE CAN BE A GOOD THING. Let’s prove it.
“Change leadership requires leaders, and the organization as a whole, to address beliefs and mindsets and to develop the practices and behaviors that help people adapt to change.

—DR. DAVID L. DINWOODIE, Center for Creative Leadership Global Director, Individual and Team Leadership Solutions
CHANGE

SUITS YOU WELL
Navigating Change

**Tuition**
$2,500 per participant - United States
2,500€ - Brussels
$3,250 - APAC

**Length**
2 days

**Average Class Size** 35

**Instructor/Participant Ratio** 1:18

**Locations**
Greensboro, NC
San Diego, CA
Brussels, Belgium

**Language** English

**Who should attend**
Mid- to Senior-level Managers

**Tuition price is based on regional point of delivery and is subject to change.**

Contact a CCL client advisor at +1 336 545 2810
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To speak with someone immediately, register by phone, or learn more about customized options, call us:

**CCL - Americas**
www.ccl.org
+1 800 780 1031 (U.S. or Canada)
+1 336 545 2810 (Worldwide)
info@ccl.org

**CCL - Asia Pacific**
www.ccl.org/apac
+65 6854 6000
ccl.apac@ccl.org

**CCL - Europe, Middle East, Africa**
www.ccl.org/emea
+32 (0) 2 679 09 10
ccl.emea@ccl.org

Results That Matter: Sustained Impact for You, Your Business, and the World