Introduction to Leading Change eLearning Module

Managers play a key role in driving organizational change by being effective change leaders. The Introduction to Leading Change eLearning module gives managers a framework to use when adapting to change themselves and introduces the five research based roles they need to fulfill to successfully lead change with their employees.

Who Is This Course For?

This module is designed for any manager who leads other people Through this virtual learning module, participants will understand that they are a critical enabler of organizational change and the importance of preparing themselves for change before leading change. Participants will reflect on the changes happening within their organization and will learn how to view these changes through the lens of the Prosci ADKAR® Model. Participants will then learn the five research-based roles of a manager during change and how fulfilling these roles will to help their employees progress through the ADKAR Model. Throughout the module, participants will follow the example story of Anne, a Client Services Manager at Finesta Financial, to see these five roles in action before reflecting on their own change.

The five roles participants will learn about are: Communicator, Liaison, Advocate, Resistance Manager, and Coach.

Learning Objectives

During this forty-five minute virtual module, participants will:
- Understand that they have a significant impact on the success of change in their organization
- Learn how to overcome their own barriers to change and how to help their employees overcome their barriers
- Develop techniques they can use to fulfill the five specific roles of an effective change leader
- Prepare to have a change conversation with an employee
- Reflect on how to prepare themselves to adapt to and lead a current change

Agenda

The following sections are covered in this module:

Introduction and the Importance of Managers

Preparing Yourself for Change
- Understanding Changes Underway
- Adapting to Change That Is Happening to You

Leading your Team Through Change
- Communicator
- Liason
- Advocate
- Resistance Manager
- Coach

Your Role and the ADKAR Model

Experiential Learning

Participants will select a specific change happening in their workplace and reflect on this change throughout the module. Participants will use their own ADKAR profile to plan how to prepare themselves for their selected change They will then prepare to fulfill the five roles of a manager during this change by reflecting on questions related to each role.

The module concludes with a downloadable output of the participant's responses that they can reference as they begin leading change with their team.

Have questions? Contact us to learn more.

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