



**Managing Organizational Transitions** is a dynamic, hands-on and readily applicable program. It is designed to help leaders and senior managers effectively guide people through the organizational transition process, and to drive behavioral change aligned with new business strategies.

### ■ Outcomes

**Managing Organizational Transitions** provides a framework and tools to assist leaders

- ◆ generate a smoother changing-environment with less disruptions and increased productivity
- ◆ capitalize on the opportunities change provides
- ◆ renew commitment and creativity
- ◆ effectively engage in new ways of doing and build resilience.

### ■ Key contents

Participants will:

- ◆ Understand the critical difference between managing change and managing transition
- ◆ Identify the essential elements for driving successful change
- ◆ Assess and improve their change and transition strategies to decrease negative effects of change on groups and individuals.
- ◆ Lead others through challenging change initiatives.
- ◆ Develop tactics and (coaching-) skills to create a change-ready culture throughout their organization
- ◆ Develop a preliminary action plan for a specific organizational change.

### **In-House workshop**

#### **from 1 to 3 days\***

This seminar is for you if you are:

- ◆ Anticipating, planning or undergoing an organizational change: restructuring M/A, relocating, reorganizing teams introducing new processes, technology, etc
- ◆ Observing disruptive effects of change: stress, absenteeism, demotivation, decline in productivity, departures.
- ◆ Experiencing a shortfall in the expected results of your change efforts: timing, energy
- ◆ Preparing to deal with permanent change
- ◆ Or: Working in the Academia (MBA, Corporate universities, etc) and considering to complement your training offer

\* indicative delivery format.  
**We customize our approach**

## ■ Target Audience

Groups of maximum 10 participants.

Directors, executives, managers, supervisors, team leaders and change agents responsible for driving change.

## ■ Proven methodology

**Interactive workshop** focused on clear takeaways, combining framework elements, practice, case studies and 'benchmark' knowledge sharing.

**Managing Organizational Transition** is a Certified William Bridges & Associates program©

A pioneer and leader in Transition Management, William Bridges was a consultant, writer and speaker listed by the *Wall Street Journal* as one of the top ten most influential independent executive development presenter. His *Three-Phase Transition Model™* of Endings, Neutral Zone and New Beginnings on which our seminars are based is widely acclaimed.

## Benefits to the organization

- ◆ Improve productivity
- ◆ Increase the chances of success of change initiatives
- ◆ Minimize stress and disruptions caused by change
- ◆ Restore motivation
- ◆ Maintain commitment
- ◆ Build internal capabilities to implement change and anticipate permanent change
- ◆ And: directly apply tactics back at the workplace.