



Leading Through Change

Product Overview

22 June 2023



Introduction

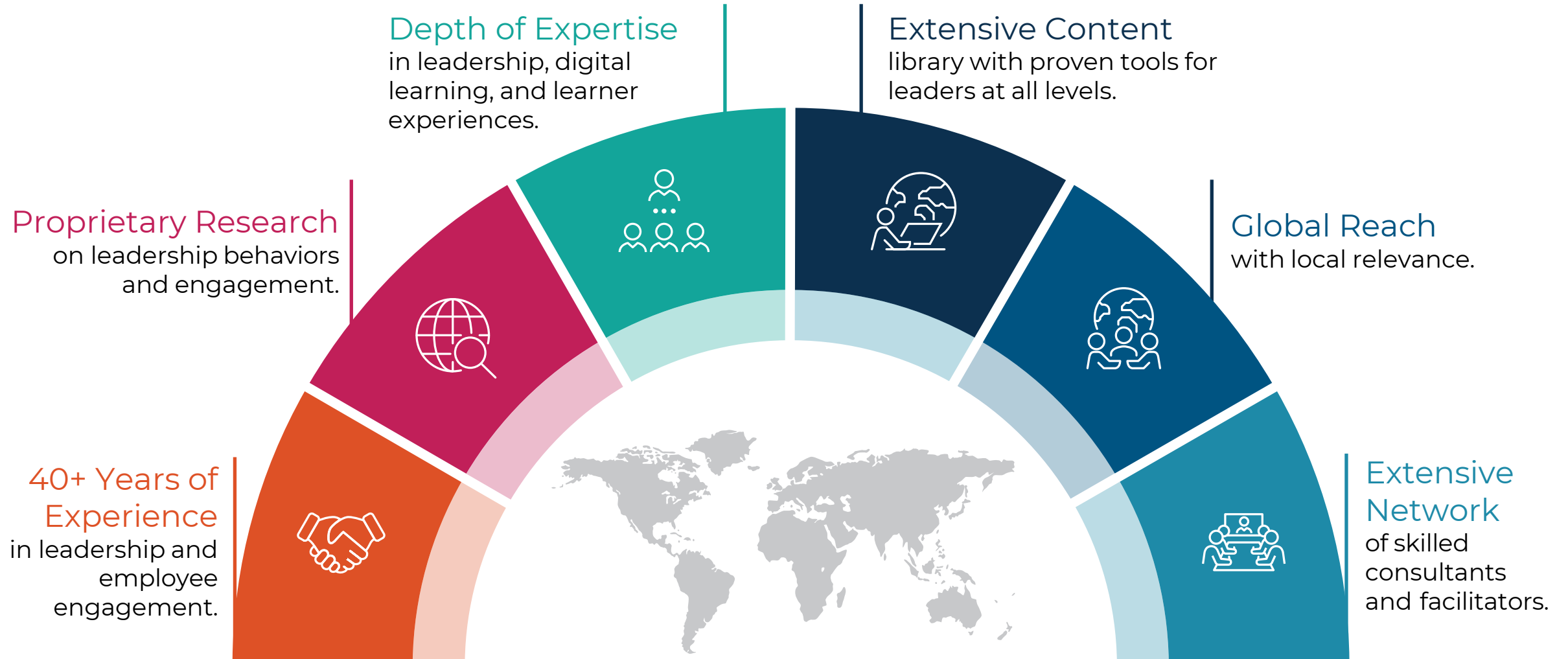
Working with you
side-by-side,
every day



Katy Bailey

Senior Product Lead
Leadership Development

GP Strategies leadership solutions



GP Strategies leadership content at a glance

Leadership Development	
Employee Development	Leader Development
<ul style="list-style-type: none"> • Accountability ▼ • Career Central • Communicate with Clarity ▼ • Emotional Intelligence ▼ • Feedback: Giving and Receiving ▼ • Growth Mindset ▼ • Handling Conflict ▼ • Managing Professional Growth ▼ • Presentation Skills ▼ • Problem Solving and Decision Making ▼ • Stress Management • Taking Control of Your Engagement ▼ • Time Management ▼ • Your Career ▼ 	<ul style="list-style-type: none"> • Behavioral Interviewing ▼ • Career Conversations ▼ • Delegating Responsibility ▲ ▼ • Distinctive Leadership ▼ • Emotional Intelligence ▼ • Everyday Coaching Conversations ▼ • Executive Coaching • Foundations of Leadership ▲ ▼ • Giving Feedback ▲ ▼ • Growth Mindset ▼ • Handling Resistance ▲ ▼ • Influencing Across the Matrix ▼ • Influencing Others ▲ ▼ • Inspirational Leadership • Inspiring Innovation ▲ ▼ • Leading High Performing Teams ▼
	<ul style="list-style-type: none"> • Leading Out Loud • Leading Teams ▲ ▼ • Leading Through Change ▼ • Leading Virtually ▲ ▼ • Managing Change ▲ ▼ • Presence and Impact ▼ • Setting Goals ▲ ▼ • The Engagement Equation ▼ • The Outthinker Process • Why Should Anyone Be Led by You? <p>Digital Leadership Content</p> <ul style="list-style-type: none"> • Leadership Acceleration * • Leadership Essentials *

Employee Engagement

- Employee Engagement Survey
- The Engagement Equation ▼
- Managing Professional Growth ▼
- Taking Control of Your Engagement ▼

Coaching

- Everyday Coaching Conversations ▼
- Executive Coaching

Career

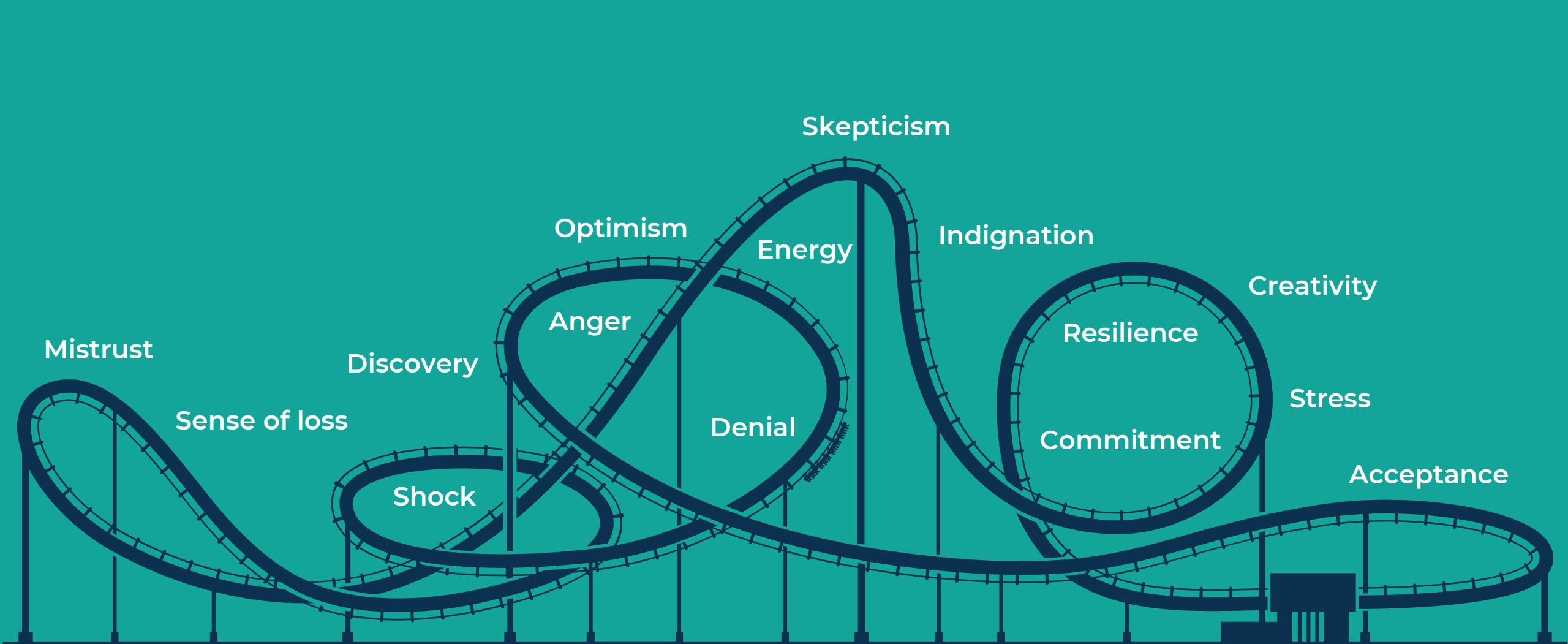
- Career Conversations ▼
- Career Central
- Managing Professional Growth ▼
- Your Career ▼


[View our entire leadership course catalog.](#)

▼ = Virtual instructor-led * = Asynchronous collaborative learning ▲ = Part of the **Leading People** Learning Journey (can be standalone)



Share a word or phrase
that comes to mind
when you hear the word
change.



A group of four diverse business professionals (three men and one woman) are gathered around a table in a meeting room. They are all smiling and looking towards a laptop screen in the center. The woman is standing and pointing at the screen, while the others are seated. The background shows a modern office environment with shelves and a whiteboard.

What's a leader's role
when it comes to
leading change?

Introducing
**Leading Through
Change**



Leading Through Change

A three-module program

Creating Change-Capable Leaders



Navigating the Change Process



Leading People Through Change



One-day ILT or three two-hour VILTs

Leading Through Change

Program Summary

Target audience

Mid-level experienced leaders who are preparing to actively lead or participate in a change effort.

Modality and duration

VILT (3 x 2 hours) or ILT (one day).

Pework required

Example of change initiative the participant has led or will lead.

Short assessment (self and feedback providers).

Module 1

Creating Change-Capable Leaders

Understand role in leading change as well as competencies, behaviors, and mindsets needed to effectively lead change.

Module 2

Navigating the Change Process

Learn how to formulate an effective change management plan.

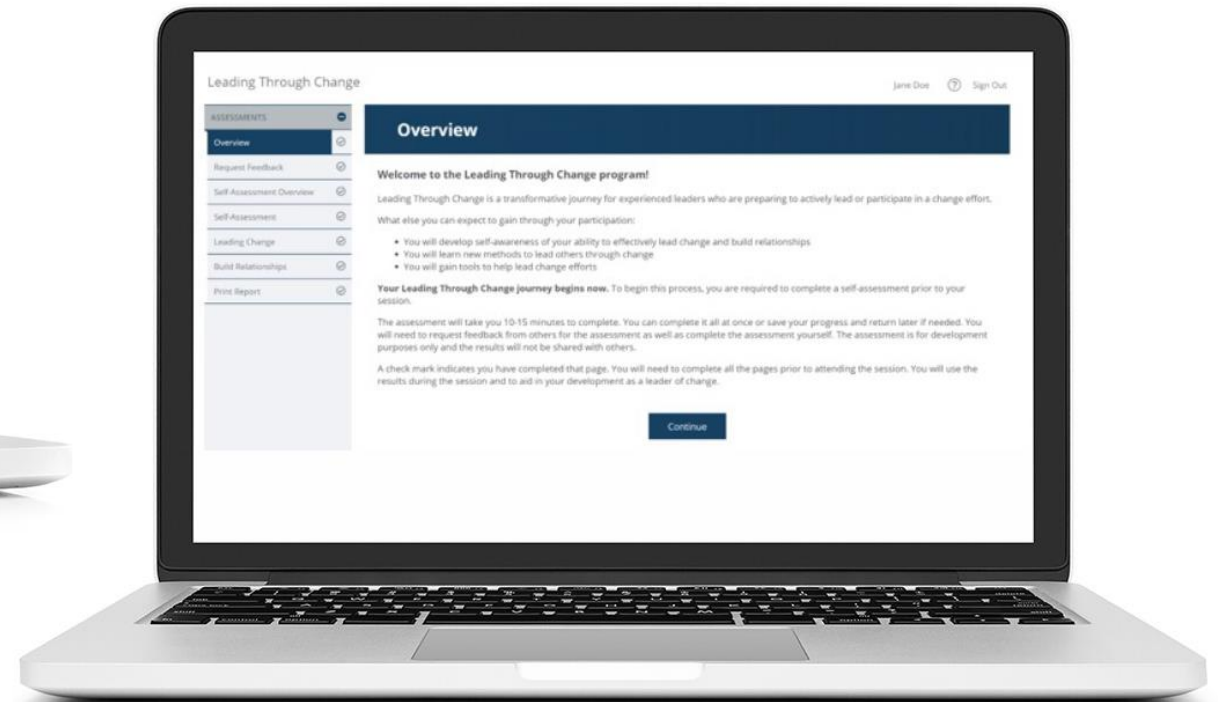
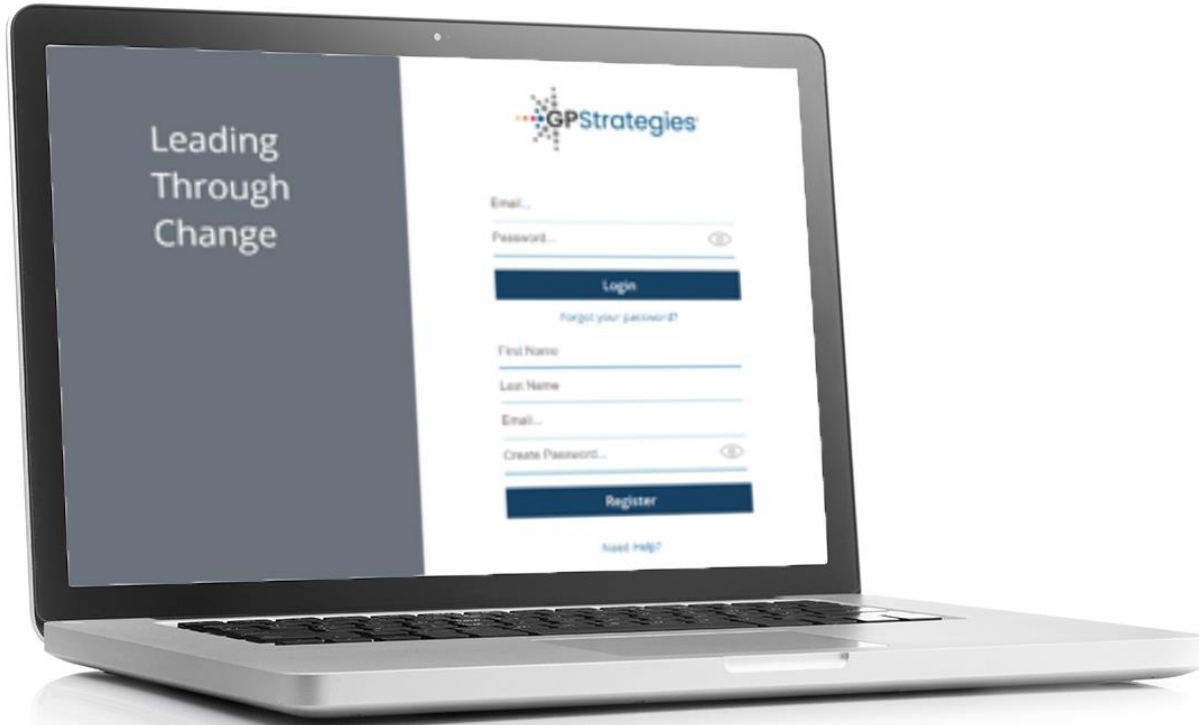
Module 3

Leading People Through Change

Understand the impact of change and how to apply methods to lead others through change.

Leading Through Change

Prework
website



Peworkk Assessment



Participants complete an assessment covering two key areas: **leading change** and **building relationships**.

Participants self-assess then solicit feedback from people including their manager, peers, direct reports, and anyone involved in a change effort with them.

The survey is comprised of qualitative and quantitative questions and takes about 15 minutes to complete.

Once the participant and feedback providers have completed the assessment, participants download a report for use in the course.

A breakout session includes a review of data, discussion of results, and identification of strength and development areas.

Leading Through Change

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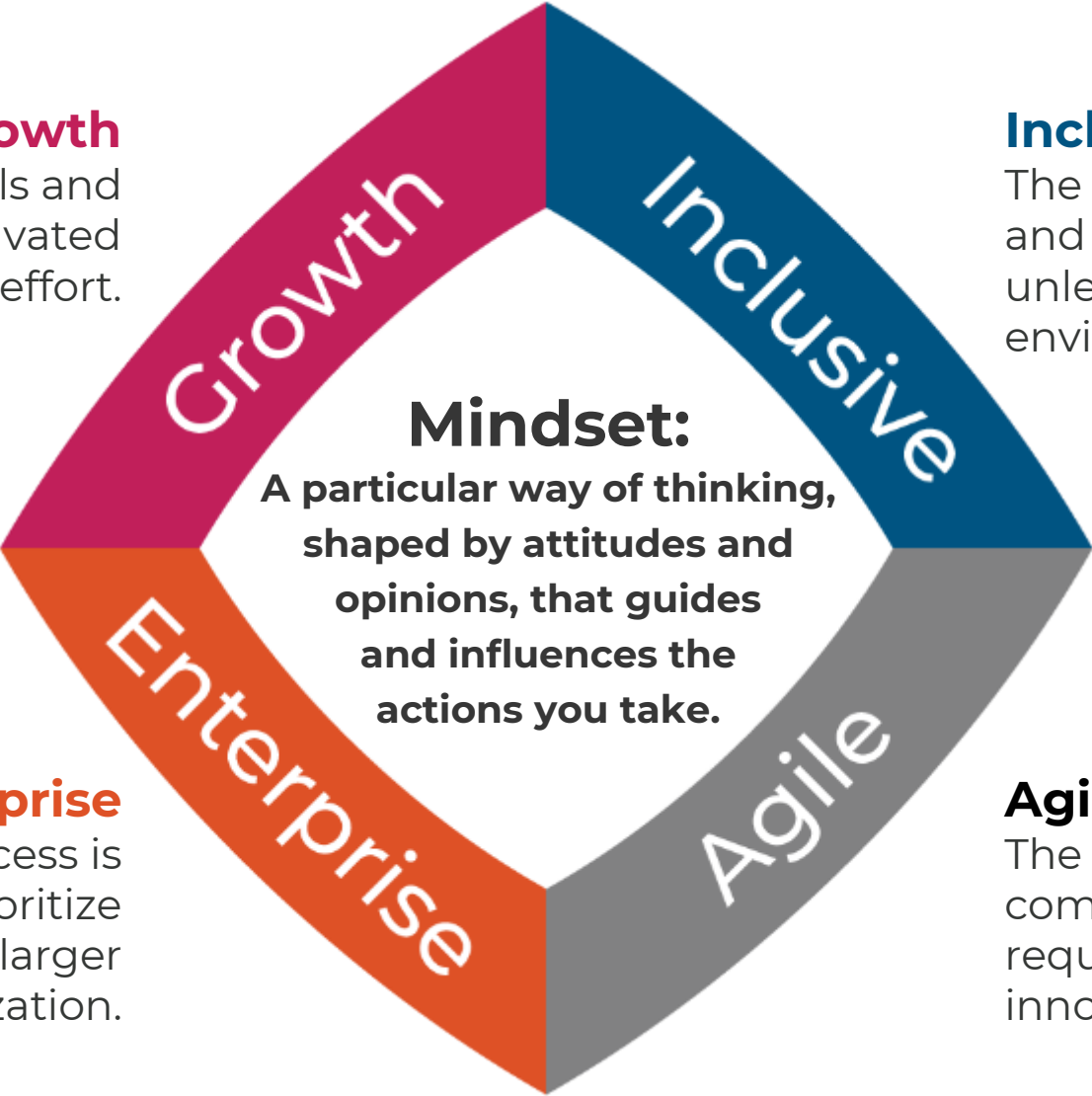
Leadership mindsets

Growth

The belief that skills and behaviors can be cultivated through effort.

Inclusive

The belief that contributions and performance are unleashed in an inclusive environment.



Enterprise

The belief that success is maximized when we prioritize the needs of the larger organization.

Agile

The belief that success in a complex and volatile world requires flexibility, adaptation, innovation, and resilience.



Creating change-capable leaders

Key content areas

The leader's role in change

The role of trust and relationship building

Leading when you don't agree with the change

Mindsets to lead change: Growth, Agile

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Navigating the Change Process



Leading People Through Change





Navigating the change process

Key content areas

Components of the change process

Change management planning

Stakeholders

Sponsors

Components of the change process

Vision



Leadership



Engagement



Change
Management
Plan



Sustainment



Leading Through Change

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Navigating the Change Process



Leading People Through Change





Leading people through change

Key content areas

Reactions to change

Managing resistance

R2P2 Model

The GP Strategies R2P2 model



Implementation Options



Implementation options

Content Customization

- Off-the-shelf (no customization)
- Customized to your desired level

Facilitation

- Delivered by GP Strategies facilitators
- Facilitated by your organization (via a train-the-trainer process)

Modality

- Live instructor-led training (one-day ILT)
- Virtual instructor-led training (three 2-hour vILTs)

Sustainment

- Can be run as a standalone experience
- Can be combined with other GP Strategies courses or sustainment options



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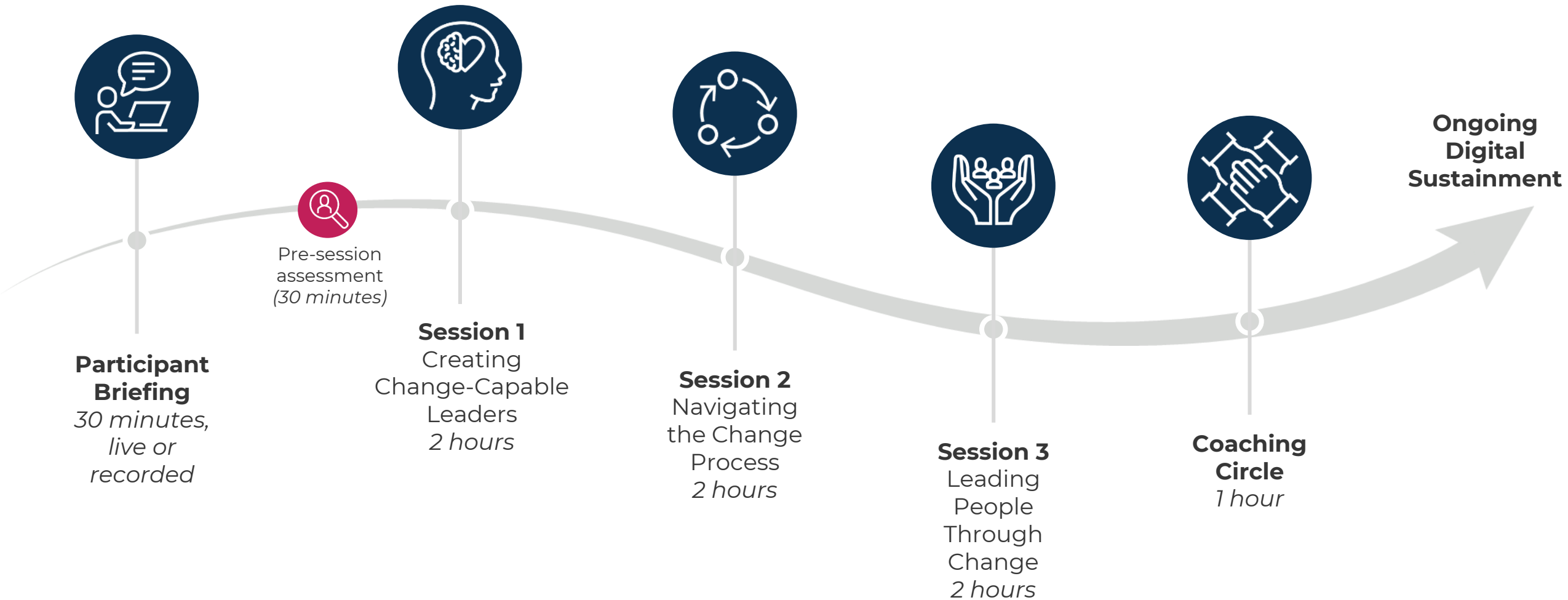
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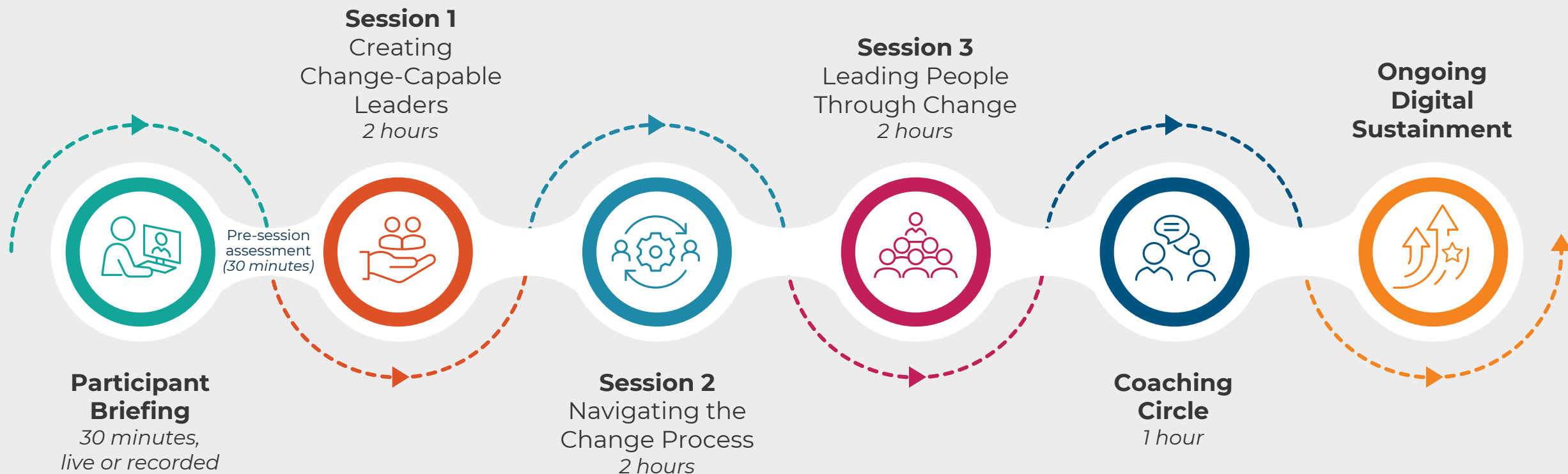
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Sample VILT implementation



Sample VILT implementation



Session sustainment options



Panel discussions



Leadership roundtables



Mentor or "buddy" programs



Group coaching circles



Action learning projects



Business case studies



Book clubs/common readings



Online resource center



Learning assets
(videos, PDFs, articles)



Job aids



Re-assessments



1:1 coaching

Q & A

Discussion





To learn more, please visit:

<https://www.gpstrategies.com/leading-through-change/>



Thank you

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