

Leading Change For Results

“To help us implement a major, organization-wide restructuring effort, we took 15 teams, made up of our top 70 people, through the Leading Change For Results workshop. The processes and tools we got were invaluable in helping us successfully transition to an effective growth enterprise.”

**Steve Loranger, Former
President Honeywell Engines &
Systems**

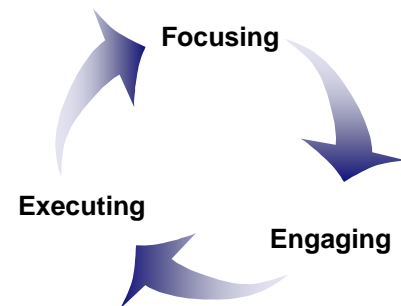
Today’s business reality dictates that companies do more with less, and do it better and faster.

Change has become the rule, with re-strategizing, restructuring, re-engineering and cultural renewal efforts accelerating dramatically. Hence, leadership capital is at a premium and economic survival hinges on the ability of individuals, teams and organizations to become master change drivers.

LeaderWorks is uniquely qualified to assist organizations build critical change capabilities in individual leaders and leadership teams. Each of our senior consultants has over 20 years of “real world” experience designing and implementing successful change initiatives, holding executive-level positions with Fortune 50 multi-national companies. This “perspective” thus magnifies our ability to deliver significant, tangible results.

In order to be successful drivers of change, today’s leader must understand the critical success factors for leading a change initiative, as well as the key roles and tools that accelerate the change process. The *Leading Change For Results* process is an intensive, interactive two-day workshop, grounded in the powerful 3-STEP CHANGE MODEL that will significantly build the “change capability” of the team. Meaningful customization is created as the leadership team comes to the workshop prepared to take an on-going or planned change initiative through the process. The steps in the change model are:

- **FOCUSING**, which begins with the current business context—where does the need for the change effort lie, what are the threats or opportunities that the organization faces and how will stakeholders be impacted. In addition, Focusing deals with the need for the organization to have a clear vision of the desired future state that’s expressed in an energizing manner.
- **ENGAGING**, which focuses on how to build commitment among key stakeholders and how to avoid the mistakes others have made in not minimizing resistance and developing buy-in to the change. Engaging also deals with communicating the change so that all stakeholders have a deep understanding of the need for change, the vision of the future and their role in ensuring the success of the change effort.
- **EXECUTING**, which has to do with pulling the key levers of structure, processes, human resource practices, metrics and rewards to support the change strategy. It also emphasizes how to reinforce progress throughout the change effort and how to evaluate progress by building a disciplined approach to consistently monitor and measure the change effort.



3-STEP CHANGE MODEL

The workshop process is concluded with the building of an executable action plan that describes the key goals, objectives and metrics of the change effort and identifies the major tasks, responsibilities and timing of each major step of the change process.

If desired, the *Leading Change For Results* workshop can be augmented by one or more of our other leadership development processes and programs, the *Building Leadership Capability* program, our powerful *Executive Assessment and Development Process*, our *Executive Learning* services, and our *Leadership Development Assessment and Strategy* service in order to build a complete, integrated leadership development system.