



Managing Organizational Transition

Fostering the capacity to implement genuine change is increasingly important as competition becomes global. Research across sectors suggests that the failure rate of change initiatives – reengineering projects, mergers and acquisitions, implementation of strategic plans and of IT systems – is a shocking 70%. Interestingly, the most commonly cited influencer to determining the success or failure of change initiatives is people. Why? When people are not adequately engaged with change, they resist it. However, when people identify and let go of what must be left behind and can build meaning and reach out for what is new, they become capable of initiating and generating sustainable change. This course teaches managers how to manage the internal transition process, the human process that has been repeatedly identified as the missing link in failed change efforts in business.

Who Should Attend:

Managers who are responsible for implementing and facilitating change within their organizations and who want to gain the skills necessary for leading their teams through a successful transition process

Benefits and Outcomes:

- Enhance the ability of leading oneself and others through difficult change initiatives
- Understand the critical elements for driving successful change
- Develop coaching skills to create a change-ready culture throughout your organization
- Learn how to create and implement effective transition strategies
- Decrease the negative effects of change on individuals and groups

Program Overview

Unit 1: Change versus Transition

- Managing the human side of change
- Change versus transition
- The three phases of transition
- Leading change and managing transition

Unit 2: Locating People in Transition

- GRASS: the internal signs of transition
- Looking for signs
- Transition and performance
- Listening for words and phrases

Unit 3: Managing the Ending Phase

- Managing endings and losses
- Naming losses
- Loss analysis
- Strategies to manage endings

Unit 4: Leading in the Neutral Zone

- Leading people through the neutral zone
- Improving communication during change
- Temporary solution analysis
- Enhancing creativity and learning
- Listening for words and phrases

Unit 5: Supporting New Beginning Strategies for new beginnings

- The seven principles of transition management

Unit 6 Case Study (Optional)

- The first layoff in 20 years: Apex Manufacturing
- Transition interventions
- The seven principles of transition management

Unit 7 Action Plan and Resources

- Your action plan
- Strategies to manage transition
- Using transition monitoring teams



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