Change and Transition Workshops for GSU and GPC Employees

**Leading Change**

This 2-hour workshop focuses on how to lead your organization through change in a five-phase model that includes assessing the need for change, deciding who to involve, designing the change, announcing it, and implementing it in a way that sticks.

**Leading Change and Transition**

This workshop is based on the book *Leading with Authenticity During Change and Transition* by Kerry Bunker and Michael Wakefield. Managing Change requires leaders to simultaneously focus on managing the business and providing effective leadership to the people. More often, than not, it is the focus on the people side that loses out. This workshop offers a framework for understanding the issues and competencies that contribute to effective leadership during times of change.

**Leading During Change and Transition**

This workshop is for managers and supervisors. It is based on William Bridges change model and focuses on the human side of change. Participants will explore the differences between change, which happens externally and transition which happens internally and is different for each individual. They will also explore the change and transition continuum which includes Endings, the Neutral Zone and Beginnings. Participants will be provided with techniques for managing employee(s) where the employee(s) are in the change and transition continuum.

**Identify and Re-Engage the Disengaged**

The employee base of most organizations consists of 35% to 50% disengaged employees. Although the responsibility of engagement rests on the shoulders of many stakeholders, managers play a leading role. Managers need to recognize the symptoms of disengagement and take action to reengage.

This 2–hour course will help supervisors/managers:

- Understand why focusing on the individual engagement of employees is so important.
- Understand the causes of employee disengagement, as well as their role as a manager in addressing it.
- Walk through how to identify those employees who are disengaged or are at risk of being so.
- Aid managers in taking action to work with each disengaged employee to reengage or cut their losses.
**Thriving During Change and Transition**

This workshop is for all employees. It is based on William Bridges change model and focuses on the human side of change. Participants will explore the differences between change, which happens externally and transition which happens internally and is different for each individual. They will also explore the change and transition continuum which includes Endings, the Neutral Zone and Beginnings. Participants will identify where they are on the change and transition continuum as well as ways to thrive in each stage.

**Who Moved My Cheese**

This 1- hour workshop is based on an animated story about 4 characters who live in a maze look for chees to nourish and make them happy. “Cheese” is a metaphor for what you want in life and the “Maze” is where you look for it. In the story the characters are faced with an unexpected change. One of then, eventually deals with change successfully and writes his learning on the wall of the “Maze”.

**Managing Stress**

This 1-hour workshop will help an individual identify their level of stress. It also focuses on some basic approaches an individual may take to manage stress.