

## Leading Change in a Complex World | 2 Days

Change is both inevitable and necessary, yet potentially disruptive. Leading change efforts requires building credibility, communicating effectively, developing trust, making decisions, and demonstrating confidence. This course will help you to cultivate the leadership skills that you need to influence others and guide them through times of change.

### WHO SHOULD ATTEND:

Anyone working within leadership, or aspiring to transition into leadership, who would like to professionalize their skills and competencies.

### JOB ROLES:

Personal Development  
Leader of Teams/Projects  
Leader of Managers/Departments  
Leader of Organizational Strategy

### OBJECTIVES:

- Learn to thrive in a volatile and changing world
- Build employee engagement in a precarious work environment
- Leverage fundamental values to build a better workplace
- Develop a culture of change
- Plan a path to the future

### COURSE OUTLINE:

#### Building a Sustainable Organization

Seeing the Need for a New Type of Leadership  
Choosing to Be an Authentic Leader  
Rebuilding Confidence  
Decentralizing Power

#### Values and Engagement in a New Reality

Engaging in the 21st Century  
Measuring Employee Engagement  
Developing Highly Engaged Employees  
Tapping into Discretionary Energy  
Embracing Differences  
Building a Sustainable Organization  
Integrating Engagement into Your Culture  
Building a Passion for Excellence  
Inspiring Trust  
Reaping the Benefits of Trust

#### Making Change the New Normal

Facing Complexities  
Navigating Fluid Environments  
Harnessing the Power of Change  
Applying Intuition  
Creating Profound and Sustainable Change  
Understanding the Phases of Change  
Engaging Stakeholders  
Leading Through the Transition

#### Planning for the Road Ahead

Managing Issues of the 21st Century  
Working Within the New Cultural Reality  
Avoiding Traps and Pitfalls  
Challenging How Teams Are Managed  
Building a Vision  
Managing with Purpose

## We Ensure Personal & Professional Growth Through:



### TOPIC-SPECIFIC, REINFORCEMENT MATERIALS TO ENRICH YOUR JOURNEY

eBooks, On-Demand Courses, Quick Videos,  
Personal & Team Assessments, Tools & Templates.

## Post-Class Reinforcement Materials

Each of the Leadership and Professional Development courses include a suite of post-class reinforcement materials that are unique to each title. Content such as e-books, quick videos, personal and team assessments, tools and templates, and other materials, have been selected to ensure that you continue your journey to ongoing success beyond the classroom. All e-assets, such as books and videos, come with 1-year access.

### Leading Change in a Complex World | 2 Days

#### Reinforcement Videos

- Innovation: Paint a Picture of the End Game featuring Bill McComb
- The Innovation Economy and the Future of Business featuring James Canton
- From Creativity to Innovation: Discover, Dream, Design, Decide, Do featuring Ian Metcalfe
- Where Does Innovation Come From? featuring Gary Hamel
- How Does Innovation Really Happen? featuring Chip Heath
- The Case for Open Innovation featuring Dwayne Spradlin
- Achieving Growth in Challenging Times: Focus on the Job of the Customer featuring Clayton Christensen
- Disruptive Innovation and Growth featuring Michael Raynor
- Setting Metrics for Innovation Programs, featuring Lisa Bodell
- Connecting the Dots of Innovation featuring Jeff DeGraff
- Innovation Means Execution featuring Tim Sanders
- The Arithmetic of Innovation featuring Gary Hamel

#### Book Summaries

- *The Definitive Drucker: Challenges for Tomorrow's Executives: Final Advice From the Father of Modern Management* by Elizabeth Haas Edersheim
- *Making Innovation Work: How to Manage It, Measure It and Profit From It* by Tony Davila, Marc J. Epstein and Robert Shelton
- *The New Age of Innovation: Driving Co-Created Value Through Global Networks* by C.K. Prahalad and M.S. Krishnan

#### Blueprints

- *Strategies for Stimulating Business Innovation* by Mary Beth Yannessa, Howard P. Kern, and Ken Ferry

#### Leader-Led Activities

- Innovation Strategy Discussion Guide
- Innovative Mindset Discussion Guide
- Removing Obstacles Facilitation Guide
- Exploring Different Perspectives Facilitation Guide
- Types of Innovation Facilitation Guide

#### Self-Assessment

- Innovation Mindset Self-assessment

#### Business Impact

- Business Impact: Using Conflict to an Organization's Advantage
- Business Impact: Facilitating Work Related Conflict Discussions

#### Challenge

- Challenge: Leading Innovation

#### Tools

- Innovative Company Search
- Innovation Definition
- Looking for Opportunities
- Defining Opportunities
- Exploring Multiple Perspectives
- Innovation Strategy
- Removing Obstacles
- Innovation Ping Pong

#### Test

- Leadership Advantage Test Yourself: Leading Innovation

#### Core Message

- Leadership Advantage: Leading Innovation 2.0

#### Case Study

- Responding to New Ideas
- Innovation Questions
- What Type of Opportunity?
- Anticipating Obstacles

#### Key Concept

- Key Concept: An Innovation Story
- Key Concept: Defining Innovation
- Key Concept: The Leader's Mindset
- Key Concept: Evaluating Innovation Opportunities
- Key Concept: The Importance of Strategy
- Key Concept: Anticipating Obstacles

#### e-Books

- Strategic Talent Management: Contemporary Issues in International Context
- Contemporary Issues in Leadership; Seventh edition
- The Death of Modern Management: How to Lead in the New World Disorder

#### Videos/Courses

- Organizational Authenticity: The Alignment of Say, Do and Believe
- How to Inspire Others to Inspire Others
- Engagement: Framing Questions and Listening Deeply
- Leadership In a New Environment

*Materials listed above are representative and do not include all assets, which are subject to change as titles and resources are always being updated.*