



Leading in Transitional Times™

OVERVIEW

Leading in Transitional Times is an interactive session designed for leaders who have a role in maintaining and maximizing productivity during times of change. By exploring the program content against a current organizational change initiative, leaders gain awareness and conviction for five key skills (referred to as “vectors”, which are forces possessing both magnitude and direction) that they must master in order to effectively lead through transitional times.

THE PROGRAM

The session begins with an overview of the five key vectors that leaders use to maximize individual and organizational contribution during times of change.



Harness Vision
*clear picture of
where we are going*



Define Expectations
*new accountabilities
for people and
organization*



Communicate
*provide key
information early
and often*



Optimize Impact
*focus on key
priorities*



Sustain Energy
*create line of sight
and celebrate
success*

Participants are then immersed into a competitive activity where they are challenged to be productive in an environment of constant change. The activity not only demonstrates the perils of uncontrolled change but also creates a common experience for participants to reflect upon as they dig deeper into the practical translation of the vectors. Following this, participants discuss and explore each change vector and its application to their individual work situations. The day concludes with an activity that challenges teams to apply the five vectors to assess and manage change.

KEY LEARNING POINTS

- Explore the need to harness a vision and apply a process for gaining the participation of all stakeholders
- Define clear expectations for all those involved in or affected by change
- Communicate effectively using timely and relevant information
- Discover how to optimize the impact of team members by focusing on key priorities and eliminating those that are no longer necessary or effective
- Sustain energy by creating and maintaining momentum toward the goal

PRACTICAL DETAILS

- Full day session
- Sessions may range from 10-30 participants
- Delivery may be tailored to any leadership level
- Customization options available

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