



# Implementing Organizational Change

## Course Overview

### TARGET

#### AUDIENCE—

Change Agents: organization development professionals, trainers and other employees who provide support and consult to a change effort; and Champions: those who provide a vision for and lead a transformation.

### COURSE LENGTH—

Three days

### COURSE

#### DELIVERY—

Fisher Group trainers facilitate in-house sessions for your organization.

*Implementing Organizational Change* will prepare internal change agents and leaders to sustain and manage a major change effort using The Fisher Group's six phase implementation model. This comprehensive program provides change agents and champions with a road map, tools, and the fundamental knowledge and skills necessary to guide their transformation.

### COURSE HIGHLIGHTS INCLUDE:

- Interventions, key activities and critical outcomes for each implementation phase.
- How to avoid common problems at each step of implementation.
- A definition of the roles, skills and competencies of change agents and champions.
- Consulting processes and techniques.
- Practical tools to help participants assess leader & organization readiness, team leader effectiveness, and team maturity.
- Clear descriptions and samples of the training necessary in each phase.
- Competency based models for the new roles of leaders, team members and technical staff.
- Samples of what other companies have done to facilitate organization change efforts.
- Tools to help teams establish clear charters, operating guidelines, and make more effective consensus decisions.
- Descriptions of different methods of organization redesign including the STS method, conference method and The Fisher Group hybrid method.
- Discussions of the positive and negative characteristics of various pay alternatives.
- Options for renewal at both the personal and the organizational level.

When change agents and champions understand their roles, the fundamentals of how change happens and The Fisher Group's Six Phases of Change, they can successfully transform their organizations to high performing organizations. The Course for Change Agents and Champions prepares change agents and champions to facilitate and support successful, organization-wide transformation.

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