

GREAT ORGANIZATIONS
ANTICIPATE CHANGE
AND EQUIP LEADERS TO
UNLOCK THE
POTENTIAL IN OTHERS



Did you know around 70% of all change initiatives fail? How would it feel to succeed?

Organizational change initiatives are usually met with resistance by both leaders and employees. Everyone agrees that change is inevitable, though most may believe that it certainly isn't desirable. Often organizational change comes sweeping into our lives, dramatically altering the work environment we have worked so hard to establish. During those moments especially, it is hard to view change as something meant for our betterment. So instead of seeing change as an unexpected nuisance, what if you could equip your leaders to learn to handle it with grace, patience, and optimism and to have the strategies to receive increased employee buy in?

When your organization's leaders have a solid grasp on handling change and the transition process, they will be able to more easily manage both present and future organizational changes. Adapting better to change is also beneficial for the agile organization as windows of opportunity are opening much more frequently, allowing your organization a competitive advantage to seize resulting opportunities and dodge hazards.

AN INVESTMENT IN YOUR LEADERS:



Increases
Performance



Retains
Talent



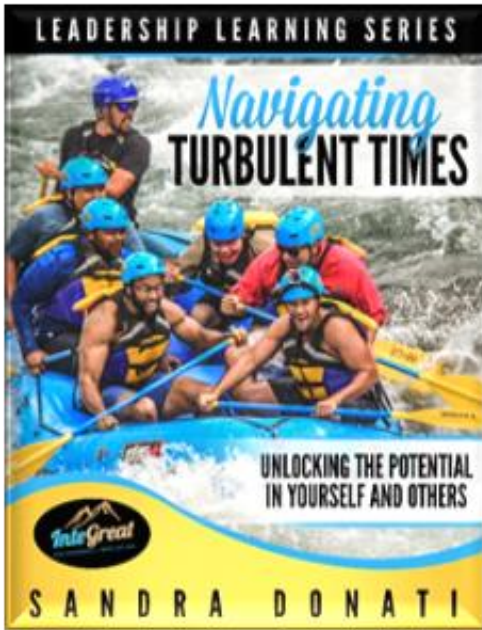
Drives Creativity
& Innovation



Creates better
Collaboration



Workshop Handbook



WHO SHOULD ATTEND?

Team Leads

Managers

Executives



Navigating Turbulent Times Virtual Workshop will teach your team leads, managers, and executives how to embrace change using Myers-Briggs Type.

Implement my navigating organizational change training workshop today. I have designed engaging participant materials, discussions, and learning activities that teach participants the following key concepts:

- Understand the psychology of change
- Recognize the impact of type on your response to change
- Understand others' responses to change
- Enhance your ability to manage your response to change in a positive and constructive way

After the workshop attendees will have a common language to understand not only how to survive but thrive in the midst of change. Leaders will learn techniques to be more resilient; understand how to communicate with and understand employee perspectives who are going through the same organizational change; build and strengthen team bonds and communication; and be more equipped to support future organizational change initiatives.

READY TO GET STARTED?

Here's how to implement a successful change initiative workshop in three easy steps:

1. Decide – I'll help you decide who gets the training and why.
2. Prepare – I will customize your workshop to exceed your expectations.
3. Deliver – I will deliver the training in a fun and engaging way that will help make the learning stick.

Sandra Donati, EdS, is a faculty member at American University's School of Public Affairs where she teaches graduate level courses in public management and policy. Sandra is the President, InteGreat Peak Performance. Work. Life. Play. LLC, specializing in organizational leadership development, employee engagement, change management, consulting and coaching with over 700 coaching hours. Prior to her retirement in 2018, Sandra was the Provost, Leadership Academy at the Pentagon Force Protection Agency (PFPA) responsible for the design and launch of the leadership academy in 2014. Her work at PFPA focused on leading change in a complex environment and teaching all levels of PFPA leaders from her Aspiring Leader Program, Leadership in Police Organizations Program, and executive level development program where she taught and graduated over 200 students.

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