Leading Organizational Change
Unit 4

Course Layout and Overview

Five Units

Unit 1: Introduction to Leadership and Organizational Change

Unit 2: Change Management Models and Methods

Unit 3: Organizational Failures in Change Management

Unit 4: Talent Management and Facilitating Change

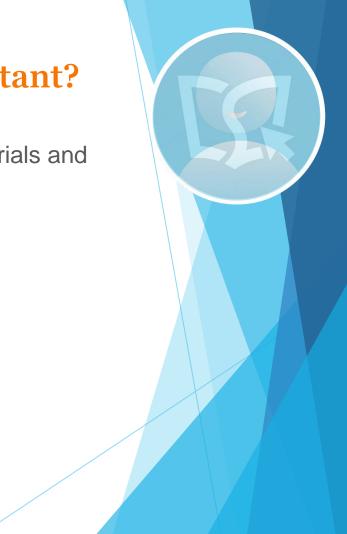Unit 5: Recognizing What Changes Need to be Made

Unit 4 Learning Outcomes

- Analyze how employees in a given organization can effectively contribute to a change process
- Determine what a leader can do to impact change in a given scenario

- Analyze the change management process from the employee perspective in a given situation
- Analyze how to track follow-through with employees in a given situation for better management

Why Are Learning Outcomes Important?

- Every learning outcome ties back to course materials and content

- Assessments are tied to each learning outcome

- Test preparation

Unit Four Overview Topics

- Analyze how employees contribute to the change process
- What can a leader do to impact change?
- Analyze the change management process from the employee perspective
- Analyze how to track follow-through with employees

Change Model Definitions

- Employee contribution
- Employee follow-through
- Employee perspective
- Facilitating change
- Tracking change follow-through

Analyze How Employees Make Effective Change

- What is an employee contribution for change?
- Can employees be responsible for unsuccessful change?
- How can you support employees through the change process?
- Leading employees through the change

Determine What a Leader Can Do to Impact Change

- How does a leader impact change?
- Why do you need to support employees through change?
- How to handle employees who resist change

Change quote

People

love change.

THEY JUST DON'T LIKE

transitions.

Matthew Kelly

www.upcyclededucation.com

Analyze the Change Management Process from the Employee Perspective

- What is perspective?
- Why should you try to see something from an employee perspective?
- How can you determine the employee's perspective

Analyze How to Track Follow Through with Employees

- Why do you need to follow through with employees?
- What will happen if you do not follow through?
- Tracking change with employees

Conclusion - Unit 4

- Analyze how employees in a given organization can effectively contribute to a change process
- Determine what a leader can do to impact change in a given scenario
- Analyze the change management process from the employee perspective in a given situation
- Analyze how to track follow-through with employees in a given situation for better management

What's next?

- Unit 5: Recognizing What Changes Need to be Made