Overview

Organizations change easiest when in crisis. Otherwise, while people may see the logic behind a proposed change, and how the organization may benefit, the personal risks and fears associated with a new game plan can be crippling. Further, in our transactional world (reinforced by decades of MBA, engineering and financial education) we often fail to appreciate that change is made possible not by any single plan or strategy – no matter how well conceived. It comes as a consequence of aligned, mission, culture, recruitment, development and performance management systems. And ultimately, change is about people. Not creating the right emotional state at the outset diminishes employee acceptance of and can help to defeat even the best analysis, planning and strategy.

Your team cannot be driven to change (at least not in a sustainable way). They must be led with a sense that they are doing so at their own choosing. A change process that engages as many people as possible, while seeming slower at first, generally produces quicker results. Sometimes slow IS fast.

Leading Sustainable Change can help ensure that your organization changes for long-term success.

Benefits: Lead lasting change in your organization by:

- Understanding different approaches to driving change in crisis and non-crisis situations, and which approach best suits your specific challenge
- Engaging emotional commitment to change so that you can drive change, with the critical people and resources committed to success
- Addressing barriers to change up front, or as they arise, to keep the organization moving toward the goal
- Building a culture for change, so that your group, team or organization becomes more comfortable and able to respond change now, and in the future

Who Should Attend: Leading Sustainable Change is designed for executives and team leaders tasked with implementing significant organizational change.
Facilitator:

LEN BRZOZOWSKI

Len Brzozowski is the Executive Director of the Xavier Leadership Center, helping companies across a wide variety of industries develop the leadership skills necessary to succeed in today’s dynamic market environment. By engaging leaders from every level of the enterprise, Len helps companies effectively identify and implement solutions to overcome business, interpersonal and organizational challenges. Before joining Xavier, Len was a successful entrepreneur, running his company – Robotron. Under his leadership, Robotron was recognized by Crain’s Detroit Business as one of the leading technology companies of Michigan, and was named as one of the 50 most innovative small business in the United States by the US Chamber of Commerce. You can follow him on his blog for Xavier Leadership Center at [http://xavierleadershipcenter.com/category/blog/](http://xavierleadershipcenter.com/category/blog/).