



A workshop designed to help employees manage transitions and maintain commitment and productivity during periods of organizational change.

## You need the Individual Transition in Organizations program if ...

- Your employees have been impacted by a significant organizational change:
  - Reorganization
  - Downsizing
  - Work redesign
  - New technology
  - Outsourcing
  - New strategies
  - Culture shift
  
- Following a change initiative, employees are:
  - Leaving the company
  - Less productive
  - Absent more
  - Low in spirit and morale
  
- You want employees to maintain commitment and performance during periods of change.

## Individual Transition in Organizations

Individual Transition in Organizations is a dynamic, in-house workshop designed to help employees manage the personal transitions that are created by organizational change. It addresses the individual impacts of being in transition and how to deal with them to make the transition less disruptive and more productive.

Throughout the workshop, employees focus on a current organizational change. They identify the specific transitions they are going through and develop action plans to: minimize distress and disruption, move their transitions along more quickly, and enhance their ability to successfully grow through times of rapid and significant organizational change.

Individual Transition in Organizations provides the transition management skills employees need to: identify and let go of old behaviors, values, procedures, and mindsets that are no longer relevant or appropriate, successfully navigate through the chaos and confusion between the old and the new situation, and effectively engage in the new way of doing things.

### Individual Transition in Organizations Results

During this interactive workshop your employees will:

- Learn how to handle transitions with less disruption and distress in their lives and work
- Learn the difference between change and transition
- Determine where they are in the *three-phase transition process*
- Learn how to create and implement effective strategies and actions to manage transition
- Discover ways to renew their creativity and commitment during periods of rapid change
- Learn how to deal more effectively with nonstop personal change
- Use the tools and put together a personal transition management plan for a current organizational change



change management

## Individual Transition in Organizations

### Individual Transition in Organizations features...

#### Benefits to your employees . . .

- Better able to **maintain** their **commitment and performance** during organizational change.
- **Experience less distress and disruption** during change efforts.
- Able to move their **transition** along **more quickly**.
- **Feel more in control** of their lives and work which reduces resistance to change.
- Enables them to **tap into** their **creativity** in support of the change.

#### Proven strategies and techniques

Individual Transition in Organizations is a William Bridges & Associates Program. William Bridges is the well-known author and leader in the field of transition management. The program is based on the research, practice and theory behind William Bridges' groundbreaking work.

#### Your employees will work on a current organizational change

Individual Transition in Organizations is designed to **help your employees address real-time issues and challenges** that they are facing. During this workshop, they will learn and apply transition management strategies, techniques and tools to a current change that your organization is undertaking. They'll leave with a set of practical tools and actions, and a personal transition management plan, that they can immediately implement back in the workplace.

#### Builds your employees' capabilities

Change is essential to organizational survival and prosperity. To gain competitive advantage in today's dynamic marketplace, **companies need to build their organization's capability to implement change and make rapid transitions**. The Individual Transitions in Organizations workshop develops this competency in your employees.

#### Valuable resources in Transition Management

Each participant receives a Managing Organizational Transition workbook **loaded with effective strategies and techniques for managing transitions**.

#### We...

- tailor the Individual Transition in Organizations program to meet the specific needs of your organization, department or team.
- are highly experienced in managing organizational change and transitions and have worked in diverse industries and in all types and sizes of organizations around the world.

#### Who should attend

This in-house workshop is designed for employees at all levels of the organization -- functional department members, project team members and others who are affected by and trying to adapt to organizational change.

