



A hands-on workshop that delivers proven strategies and techniques for effectively managing organizational transitions.

change management

You need the Managing Organizational Transition program if you are ...

- ☑ Contemplating, planning or undergoing a significant organizational change:
 - Merging, acquiring or being acquired
 - Reorganizing
 - Downsizing
 - Redesigning work
 - Relocating
 - Shifting to SBU's
 - Outsourcing
- ☑ Experiencing any disruptive effects of change:
 - Good people jumping ship
 - Downturn in productivity
 - Increase in absenteeism
 - Decline in morale
- ☑ Experiencing a shortfall in expected results from your change effort – longer timeframe, less gains.
- ☑ Looking for a high-impact way to ensure sustained productivity during and following change.

Managing Organizational Transition

Managing Organizational Transition is a dynamic, in-house workshop jam-packed with widely used and readily learnable techniques and strategies that are effective in managing the human side of change. It provides the skills needed to facilitate the transition that people must make to let go of old behaviors, values, procedures, and mindsets that are no longer relevant or appropriate, to successfully navigate through the chaos and confusion between the old and the new, and to effectively engage in the new way of doing things.

What is Transition Management?

It's not the change that people resist....it's the transition.

Organizations spend significant amounts of time, energy and resources on both strategic and change management. Unfortunately, they often assume that people will simply adjust to new ways of doing things. The reality is, they don't. Transition management addresses the people side of the change process. It's the missing piece that is needed to make change efforts really work.

Managing Organizational Transition Results

The Managing Organizational Transition program focuses on how to lead people through transition more successfully. It increases the organization's ability to move transitions along more quickly and capitalize on the opportunities that change provides.

This workshop provides a framework for understanding the human aspects of change and a set of tools that will make change and transition more manageable. Participants will:

- Understand the difference between managing change and managing transition
- Learn how to get employees to maintain their commitment and performance through extreme changes
- Assess and improve the effectiveness of a current change plan
- Determine where people are in the *three-phase transition process*
- Learn how to create and implement effective strategies and actions to manage transition
- Use the tools and put together a preliminary transition management plan for a current organizational change



Managing Organizational Transition

Benefits to your organization . . .

- **Significantly increases the likelihood of making change more successful** -- the timeframe and results that you expected.
- **Enables employees** to maintain their commitment and performance during organizational change efforts.
- **Minimizes the disruption** and distress that can be caused by change.
- **Restores productivity** caused by poorly managed change initiatives.
- **Immediate application** back at the workplace.
- **Quick payback** on your training investment.

Managing Organizational Transition features...

Proven strategies and techniques

Managing Organizational Transition 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.

Real-time change work. Immediate application

Most companies engage us to help manage a current or impending change. This workshop is designed to help you **address your organization's real-time issues and challenges**. During this program, you'll learn and apply transition management strategies, techniques and tools to a current change that your organization is undertaking. You'll leave with a set of practical tools and actions, and a preliminary transition management plan, that you can immediately implement back in the workplace.

Builds internal 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 Managing Organizational Transition workshop develops this core competency in your company's leaders and change agents.

Valuable resources in Transition Management

Each participant receives a Managing Organizational Transition workbook **loaded with effective strategies and techniques for managing transitions**, and the following valuable resources:

Managing Transitions: Making the Most of Change -- A step-by-step guide to getting people through the three-phase transition process that is created by organizational change.

We...

- tailor the Managing Organizational Transition 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 for organizational leaders who are responsible for creating, planning and implementing change, for helping people to successfully deal with organizational changes and for making those changes work. This includes senior management, department managers, supervisors, team leaders, change agents, human resources and organizational development staff.

