



MANAGING ORGANIZATIONAL TRANSITION

One Day
Indoor | 8-20 Participants

InCourage Transition

Organizational changes are usually intended to strengthen an organization. This can only happen if the people of the organization let go of the old, make their way through the “in-between” time and are fully on-board for the new way.

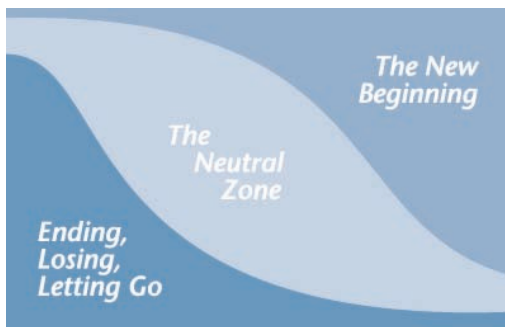
OUTCOMES

Managers will:

- Ensure that an adequate transition management plan is in place
- Determine where people are in the transition process
- Guide people through the neutral zone, and utilize the in-between state creatively
- Move more quickly into a new beginning and embrace the new way of doing and being

If this human side of change, called transition, is not actively addressed changes will take longer and be more costly than planned or than needed. Employees that are left feeling resentful, de-motivated and confused can stall an otherwise successful implementation. Managing Organizational Transition helps managers gain commitment to a change rather than mere compliance.

This interactive and engaging session provides a framework and tools on transition management for anyone from supervisors to executives whose responsibility includes helping people to deal successfully with organizational changes and making those changes work.



Program content is based on William Bridges' **Three-phase Transition Model**

“InCourage is a company of “Can Do” people. No matter what our asks were they were able to make things happen. Their Knowledge, Flexibility and Enthusiasm makes them a great company to partner with.”

HR Manager and Learning Partner, Major Telecommunications Company.

* This program has been designed to allow for further customization based on your organizational issues. All our programs include in-depth debriefing sessions that reinforce the link between the learning experience and your organizational issues. This, combined with our facilitators' expertise, is what makes this learning program impactful.



InCourage generates the courage in individuals for sustained performance in organizations. Let us know how we can serve you!
Call toll free 1-888-392-6666 or visit www.incourage.com

