

# The Change Process

*A three step effective process for making organizational change possible.*

## 1 Leader-Ready Change

This crucial step gets your leaders ready to understand and move with the change. The program prepares and equips leaders to not just improve on their personal receptiveness to change but also to have the ability to get others aligned behind the new future being created. As many change initiatives will be overtly or covertly resisted at first instance, the efforts at this stage is focussed on how leaders guide their teams through the initial turbulent, messy, chaotic nature of change.



During times of change, clear communication increases the strategic alignment and commitment of employees. The buy-in and support of your leadership team therefore matters a lot. When changing business goals, a new vision or other strategic initiatives are underway, employees must understand what is driving change, where the business is going, and how they fit into the picture of success.

## 2 Team-Ready Change

This process gets entire organization ready to move with your new change initiatives. Using some fun, non-threatening program content team members are conditioned to receive new information about change more positively and improve their receptiveness, often getting the critical buy-in you need for the entire organization to change.

Successful change management involves communicating new ways of doing things and getting the critical 'buy-in'.

The Change & Win Solution™ helps organizations deal with people-resistance to change. Certified Change Consultants deliver 1 or 2-day interactive workshop customized for your organization:

### Participants learn

- How to deal with personal change.
- How to get the critical buy-in to your change program.
- Techniques for building consensus.
- How to ensure that you get constructive feedback.
- How to communicate change and ensure everyone understands where they fit in.



## 3 All-Ready Change

At this point, the focus is on sustaining the momentum and rallying the remaining troops to be part of your change 'movement'. Our consultants and facilitators craft and help you drive the right visible messaging within your organization, using our colorful Reinforcement & Sustenance tools and content.



Now that you have momentum, sustaining it means reinforcing the gains of the change initiative or program for your people. This is a highly-interactive, easy to implement and customizable learning experience that takes learners on a change journey as they explore the realities of change, its challenges and opportunities, and the attitudes, actions and

behaviors that lead to success. Whether learners are dealing with organizational change or leading it, this fast-paced discovery learning experience builds understanding, alignment and commitment to new goals, objectives and strategies.

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