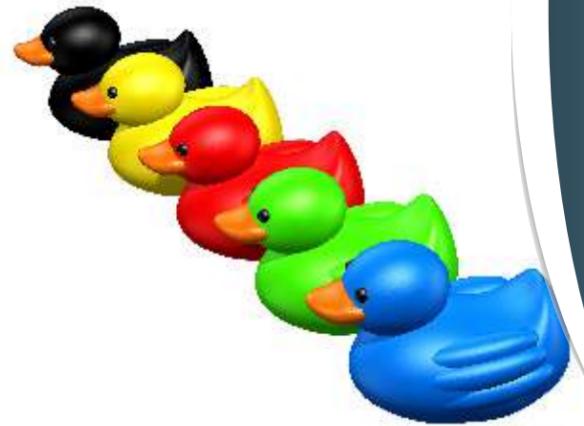# Get Your Ducks in a Row

Change management for effective organizational development initiatives
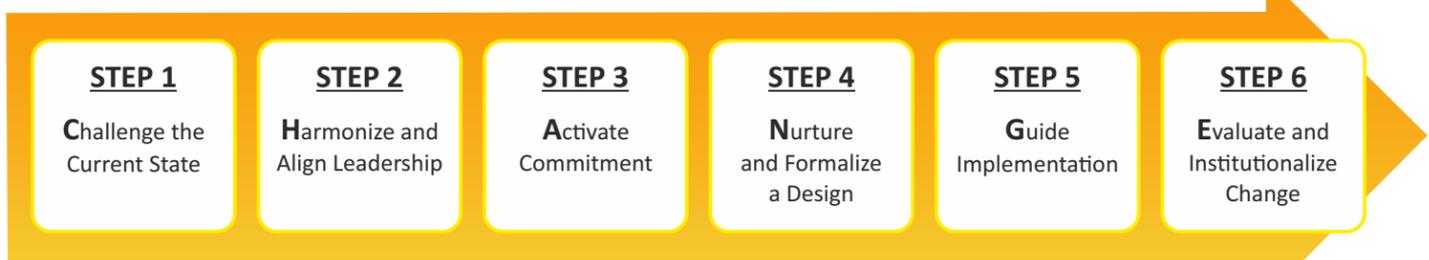
Ideate. Align. Implement. Change.

One or two individuals have a great idea for change or an organizational development initiative. They think it through and create a detailed plan. Right before the implementation stage, they realize that others and especially some of the leadership don't welcome their plans with quite the same level of enthusiasm. This derails everything! Sounds familiar? We can help!

This two-hour virtual journey helps participants explore the importance of aligning your stakeholders for the success of change plans, understand the change management process, and identify best practices.

- **Know how to contract early** with key stakeholders/sponsors on the role they need to play at each stage
- **Learn how to specify**, as the change manager, messages, behaviors, and actions (across stages)
- **Learn how to support, coach, and enable** the leaders to be successful at each stage
- **Walk away with at least 5 best practices** to get you started!
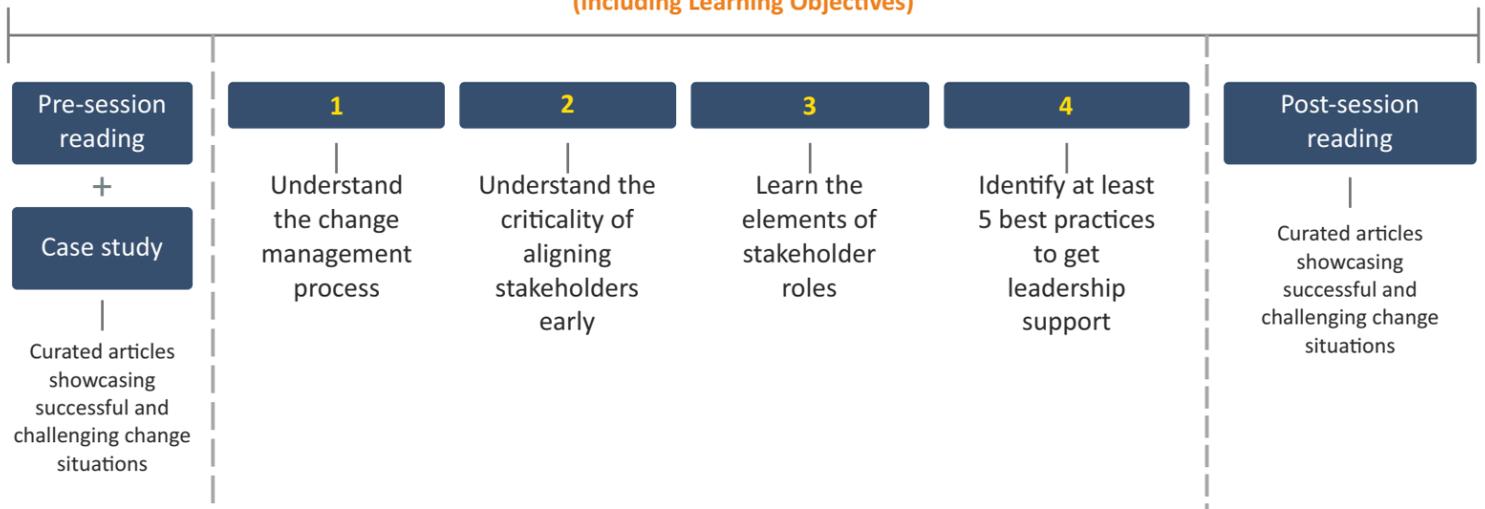
Align your 'ducks', with the 6-step ATD Change Framework

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Challenge the Current State	**H**armonize and Align Leadership	**A**ctivate Commitment	**N**urture and Formalize a Design	**G**uide Implementation	**E**valuate and Institutionalize Change

Change Management Program ©Association for Talent Development

2-HOUR LIVE SESSION
(including Learning Objectives)

Pre-session reading + Case study	1	2	3	4	Post-session reading
Curated articles showcasing successful and challenging change situations	Understand the change management process	Understand the criticality of aligning stakeholders early	Learn the elements of stakeholder roles	Identify at least 5 best practices to get leadership support	Curated articles showcasing successful and challenging change situations

This session is a must for

All professionals who need to lead and drive change in organizations

10-25 PARTICIPANTS

LIVE features & requirements

- A smooth-functioning virtual learning platform
  C2C-OD team is well-versed with platforms such as Zoom, WebEx, GoToMeeting, and Adobe Connect. Use of a custom/in-built learning platform will require us to spend some time familiarizing ourselves with the platform. A separate fee may be charged for this additional effort.
- A stable internet connection
- Chat function
- Whiteboards
- Polling
- Virtual break-out rooms
- Video enabled

LIVE dos and don'ts for participants

- Please do a test run to ensure your system (audio/visual) is working, in advance.
- Please join the session from a place where you can focus, to avoid distractions and background noise.
- Please ensure the place/room is well-lit, when your camera is on. Well-lit faces are more engaging.
- Please mute your microphone, if you are not speaking, to cut down on background noise when others are speaking.
- Please do not multi-task or run your email system in the background.

Ready to go LIVE? Reach out to us at info@c2cod.com