

## People Managers

***Practical ways to motivate & support your team during the implementation of major change.***



### What are some outcomes of the workshops in the portfolio?

- Bridge the gap between executive leadership and your employees, even if you are not always completely clear on direction.
- Learn the fundamentals of human change & how to pull with rather than against them.
- Understand *your role as a local sponsor*, including behavior during times of change.
- Position even difficult change (e.g., layoffs) to increase the likelihood of success.
- Learn the 'holy grail' of *rolling out* change, the truth about resistance, and what to do about it.
- Exactly what you should say (and NOT say) when discussing the change with your people.
- How to quickly free up resources and people's headspace right before implementation.
- Create employee goodwill and momentum by anticipating objections and excuses.
- Use the fastest process ever to move an implementation through the organization.
- Why 'implications' rule local implementation & how you must plan for bad news
- Maintain employee resilience throughout implementation; the one discussion they *must* have.
- How individual preferences complicate implementation & 4 ways to address them.
- Get comfortable creating the engagement and motivation that gets and sustains results.
- Learn the #1 way to help people own & resolve their own concerns.
- The power of expectation....learn to expertly uplift employee mood & mindset.
- The best way to surface serious problems after the implementation has begun.
- Options and timing for people who refuse to adopt new ways of working.
- How to gauge the stress level of the organization and determine what to do about it.
- What to do to keep people committed, let go of the past, and work in a new way.

### Who should attend? When?

People Managers responsible for leading people to implement change in their local organization. Course length varies from 2-3 hours, and can be delivered in person or virtual live. Consult each course listing for details.

### How do we get started?

Contact us to evaluate your needs and design your company's change leadership capability plan.

+01.201.744.7150 or  
Toll Free: 855-700-4CSR  
support @ center4sr.com

