Fulcrum Point

Workshop outline · Leading people

Leading Others Through Organizational Change.

Help your team through a change and back to full performance. Managers learn the phases people go through and what to do in each.

For

Managers who are leading their teams through change and need tools for its effect on people.

Format

One day. In person or live virtual.

What it is for.

Performance drops during every change initiative. What a leader controls is how far it drops and how quickly it recovers. People show, in what they say and do, which phase of the change curve they are in, and a good leader notices and responds.

Participants learn the phases of change that people and organizations go through, practice identifying them from words and actions, and examine their own reactions to change, including the self-defeating ones. They then identify the actions a leader takes in each phase so that the team adapts, takes on the new way of working, and reaches a higher level than before.

What you leave with.

- An understanding of the phases of change in people and organizations
- Ways to limit the drop in performance that comes with change
- The ability to tell from words and actions which phase a person is in
- A clearer view of your own reaction to change
- Actions for leading the team through each phase of the change curve

Why it matters.

- A prepared team loses less performance and recovers sooner
- People need time and space to process change, and a leader can give it
- Clear, consistent communication shows where the change is taking the team

Format.

Length	One day
Mode	In person or live virtual
For	Managers who are leading their teams through change and need tools for its effect on people.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

Senior Fellow and Council Director, The Conference Board, Asia. Founder, Fulcrum Point.

Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

fulcrumpoint.co