



SLINGSHOT  
GROUP

# Change Essentials®:

“ HOW TO INSPIRE AND LEAD CHANGE  
IN ANY CONDITIONS! ”



#1 Change  
Leadership  
Course  
in the World

This workshop teaches leaders at all levels to drive change through the practical application of John Kotter's PROVEN PRINCIPLES for effective change. The experience connects the heart of those who must embrace and lead change today with the mindset necessary to ensure future success.

## LEARNING OBJECTIVES

- ✔ Provide participants with a working understanding of Change Management and how to successfully use the 8-Step Process to implement change.
- ✔ Understand the forces that affect successful change; both positively and negatively.
- ✔ Learn to identify barriers in achieving change in an organization.
- ✔ Develop intelligent strategy to overcome these barriers.

## TARGET PARTICIPANT

- ✔ Individuals who may or may not have a specific change goal but who nonetheless should be counted on to take action when they see things that need to be done
- ✔ Teams with specific change goals that are responsible for implementing part of a change effort

## FORMAT

2-day Instructor-led workshop and interactive discussions

# Change Essentials®:

“ HOW TO INSPIRE AND LEAD CHANGE  
IN ANY CONDITIONS! ”



 2-Day Program

This workshop teaches leaders at all levels to drive change through the practical application of John Kotter's PROVEN PRINCIPLES for effective change. The experience connects the heart of those who must embrace and lead change today with the mindset necessary to ensure future success.

## 4 - PART MODULES

**Module 1: What is Kotter's Leading Bold Change? Why is it important?**

- Who is John Kotter and where he is in the context of change management
- Eight common mistakes where change went wrong and business cases
- The nature of change and the associated individual and team behaviors
- Meet the penguins: Our Iceberg is Melting  
The story is fun and simple but the implications are accurate and plentiful
- Activity to raise participants sense of urgency about change and its importance

**Module 2: Penguin characters and how they fit in the 8 Steps of Change**

- Explore the metaphoric journey of the penguins
- Louis, Alice, Fred, NoNo, Professor and others: who are they and do they exist in the organization? Are they utilized appropriately?
- The "NoNo" obstacles of change
- Change makes simple: how to describe your change in penguin language
- Introduction to John Kotter's 8-Step Fundamental of Change
- The cyclical nature of the change process and Spinning Plate Theory

**Module 3: Identify your own melting iceberg**

- Identifying the known and unknown changes needed in your organization
- Step-by-step comprehension and application of leading effective change
  - Establishing a sense of urgency
  - Creating the guiding coalition
  - Developing a vision and strategy
  - Communicating the change vision
  - Empowering broad-based action
  - Generating short-term wins
- Consolidating gains and produce more change
- Anchoring new approaches in the new culture
- Hands on activity to link change steps to practical organizational actions

**Module 4: See the whole picture and learn how to keep on top of the change progress**

- Understand the dynamic of change and how the 8-steps fit together both for the penguins and for the participants own situation.
- Able to plan own organization change requirements and utilize tools to diagnose symptoms with action planning template to remedy obstacles along the way.

