

INVITATION

Training Workshop: Change Management Demystified

Facilitated by: L. Melanie Chase, Change Solutions

- ✓ ***Do you find yourself pushing for change more than facilitating it?***
- ✓ ***Are you a sponsor of too many change initiatives, and looking for more influence and support?***
- ✓ ***Are you interested in engaging people in change so they become passionate advocates for change themselves?***

Following the stages of changes and the way adults learn, participants will be introduced to a set of tools for mobilizing change through the hearts and minds of those impacted by change and responsible for implementing change. Specific tools for facilitating clarity, understanding, and learning across four fundamental change management steps will be introduced to mobilize action and grassroots/collective leadership. Building on extensive research and practice, proven change management principles based on readiness and motivation are incorporated through experiential learning, demo and practice.

Content Outline & Learning Objectives:

1. Introduce the four common, integrated change management steps
2. Discuss facilitation tools for the four steps: assessing, planning, implementing, anchoring
3. Evaluate the purpose for the tools (for convergent and divergent thinking--expanding and narrowing purposes)within the four steps for change management
4. Develop a change management strategy based on the scope of change and impact
5. Practice facilitating the tools for the four steps
6. Prepare a facilitation plan as a guide for practice that incorporates rational and experiential objectives, meeting agenda, process agenda, materials, time allotment
7. Describe the role of a facilitator in managing change
8. Prepare a longer-range change management facilitation plan based on a scenario provided
9. Use a case study for strategy development and change management planning, and identify steps that can be taken with communications, training, and leadership and more to strengthen change readiness and the likelihood of sustainable change implementation over time.

BIO: L. Melanie Chase, PhD, MPA, PHR, SHRM-CP *works with diverse groups and organizations across sectors as a facilitator, trainer, coach and organization development/change management/performance improvement consultant. Her practice offers large group facilitation, organizational effectiveness/development, and collaborative change management services that are participative, appreciative, and aimed to honor individual, organizational and community development needs and readiness for change.* For more information about Melanie, Change Solutions and the course, visit <http://changesolutions.us/training-offerings/>

Date Options: Friday, September 2nd OR

Friday, October 7th

Time: 9:30 am – 5:30 pm (check-in and networking begins at 9:00 am)

Location: Fred Meyer Stadium Overlook Conference Room, 100 NW 20th Place (West Burnside & 20th), Portland, Oregon 97209; FREE parking underground at NW 20th Place

Registration: Space is limited and participants will be registered on a first-come, first served basis. REGISTER by sending an email to info@changesolutions.us with REGISTER in the subject line.

Cost: \$199 Early Bird (ends 2 weeks before the training); \$249 RSVP (paid in advance or at the event)

Course packet, lunch and refreshments will be provided.