



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

- **Change Management—**

Proactively seeks opportunities to redirect self, others, and the organization to achieve desired results.

- **Adaptability—**

Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.

RELATED COMPETENCY CATEGORIES:

- **Initiative—**

Proactively makes things happen. Evaluates self and others and takes positive corrective action. Is self-disciplined.

- **Creative Thinking—**

Innovative. Incorporates existing ideas and new ideas in a unique approach to resolve issues and capitalize on opportunities.

Change Engagement

SUMMARY

This module is designed to kick-off the change process in a cohesive manner. It is designed to orient people at the executive, team and individual level to key elements of change. Participants will gain an appreciation for the challenges of change and create an awareness of how they and others may react to change.

CONTEXT

There are specific challenges that occur when you engage in organizational change. In order to meet these challenges, you need to be creative, energetic, and flexible. In this module you analyze those challenges of change engagement and the ways they impact your team personally and professionally. You learn a model for organizational change, and determine your role in moving the organization through the change model successfully.

At the completion of this module, participants will be able to:

- Define the challenges of change engagement
- Take a creative and energetic approach to engaging change
- Commit to principles for engaging change

"Not everything that is faced can be changed. But nothing can be changed until it is faced."
—James Arthur Baldwin