

Change Management: The People Side FY 18



Change management enables employees to adopt a change so that objectives are realized. It is the bridge between solutions and results, and is fundamentally about people and our collective role of transforming change into successful outcomes.

This pathway model is a matrix of classes that together provides focused learning for supervisors and staff members emphasizing how relationships, self-awareness, strategies, and dialogue help us to navigate the complexities of change.

Learning Pathway classes required to earn a certificate:

Relationships

- Leading and Managing Change

Self-Awareness

- Moving Through the Stages: Managing the Stress of Change
- What's Your Conflict Style?¹
- Navigating and Surviving Workplace Change

Strategies

- Successfully Managing Change
- Taking Charge of Change
- Influence and Control
- Resilience in the Workplace

Dialogue

- People, Personality, and Change
- Crucial Conversations

¹ Also fulfills communication and conflict learning path

The pathway classes are available to all employees through MC Learns as individual classes as well. If you are interested in achieving the certificate, the table below will help you plan your schedule. Not all classes are offered every year; it is at minimum a two-year plan.

Classes Scheduled for FY18:


Class Name	Class Length	Date
Successfully Managing Change	1 day	October 10
Resilience in the Workplace	½ day	November 9
Moving Through the Stages: Managing the Stress of Change	1 day	January 25
People, Personality, and Change	1 day	March 27
Crucial Conversations	2 days	October 25-26 March 7-8 June 5-6

*A learning pathway is a series of identified classes that provides you with an in-depth exploration of a specific topic. When completed, a certificate of learning is awarded, as documentation of your commitment to pursue the study and practice of a specialized area of professional development over multiple years that provide you time to reflect upon the concepts and integrate the skills into your work and personal life.

Change Management: The People Side - Learning Pathway Class Overview for FY18 and FY19

Class name	Brief Description*
Crucial Conversations <i>Facilitators: MC Certified Staff Members</i>	Develop skills in how to plan and have an effective and successful crucial conversation where the stakes are high, emotions are strong, and opinions are opposing.
Leading and Managing Change with the ADKAR Model <i>Facilitator: Katara Aleem</i>	Discover why change management is a competency that everyone needs to possess. Through the lens of the ADKAR model of change, discuss, engage in activities, and analyze the characteristics and roles needed for successful change.
Moving Through the Stages: Managing the Stress of Change <i>Facilitator: Greg Brannan</i>	Discuss strategies to more constructively approach the changes in our lives, as well as explore several practical techniques to increase our coping skills.
People, Personality, and Change (include Generations and Change) <i>Facilitator: John Egan</i>	The most carefully designed and implemented change will work only if the people of the organization make the changes. Learn how personality type and preferences affect our natural response to change and identify re-occurring patterns in our behaviors triggered by change."
Resilience in the Workplace <i>Nathalie Thompson</i> <i>Five-Fold Consulting</i>	Resilience is the process of bouncing back after adversity. Having resilience doesn't mean you can prevent adversity, but that you can bounce back from difficult circumstances and experiences. In today's workplace, change and challenges will be encountered every day. Everyone can learn to build resistance.
Successfully Managing Change <i>Facilitator: Joe Raia</i>	Having a framework for action helps leaders to be more effective in times of change. Learn effective practices for leading in times of change and what senior executives had to say about guiding and leading front-line and mid-level managers in times of change.
Surviving Workplace Change <i>Facilitator: Greg Brannan</i>	Designed to help employees understand and cope with the dynamic change processes going on throughout organizations today.
The Circle of Influence, Control, and Change <i>Nathalie Thompson</i> <i>Five-Fold Consulting</i>	Events and circumstances can be divided into two categories—things we can influence and things we cannot influence. Experience how proactive people choose their responses to circumstances instead of reacting to circumstances beyond their control.
Taking Charge of Change <i>Facilitator: Joe Raia</i>	Using video vignettes, you will experience a realistic look at the types of changes we experience in our work lives, how change impacts teams and productivity, and the steps that can be taken to help manage our responses to those changes.
What's Your Conflict Style? <i>Facilitator: Cynthia Mauris</i>	Explore five ways you can approach conflict and discover your preferred way's advantages and disadvantages.

* Complete class descriptions and outcomes are located in MC Learns.



If you are completing a learning pathway, register to attend the Learning Pathway Certificate Reception on Thursday, June 14, 2018, in MC Learns. Certificates of completion will be presented to honor your commitment to your professional development.



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