Change and Transition Management in Government Organizations

A 3-Day Hands on TMS Experience
Delivered in Live or Live Virtual Classrooms!

Course Description:
This workshop is designed to create a positive work environment that promotes cooperation by learning how to deal more effectively with change when it occurs. Learn to modify and adapt goals, respond to issues before they reach crisis mode and control anxiety. This workshop will focus on individual and organizational change. It is a guide to the journey through fundamental change. You will be given all the essentials required for this journey. Not only does it cover the technical aspects of planning, engineering, implementing and managing change, it also provides participants with practical tools for approaching each step they learn in class. Each of these steps has clearly defined outcomes, activity, accountability, and decisions.

A senior retired federal government manager shares his experiences in successfully reengineering government organizations; in turning around ineffective organizations; and in starting successful new organizations, to illustrate, step-by-step, how to develop a brilliantly successful organization, *that gets results*—consistently.

Learning Objectives & Topics Covered in this Workshop:
- Learn the ADKAR™ Change Management Model
- Awareness of the need to change
- Desire to create, support, participate in and lead change
- Knowledge required to implement and introduce change
- Ability to effect the change
- Reinforce the changes made while continuing champion change
- Enhance teamwork and productivity
- Reduce individual anxiety and stress by learning to find Control, Understanding, Support, and Purpose in the midst of change and transition
- Reduce conflicts and tension amongst staff
- Create means of understanding and controlling Change
- Use the “Focus-Reflect-Act” learning technique to process change
- Identify preferred personal approaches to processing change and transition

Audience:
This workshop is designed for all government personnel.

Toolkits:
Receive a Student Handbook and Online Toolkit, containing tools such as checklist, tips, techniques, and numerous other tools to help you use your new skills immediately.

Additional Information
CPE Credits: 24.0
CEU Credits: 2.4
Suggested Program Prerequisites:
Advanced Preparation:
NASBA Program Level:
NASBA Field of Study:
Delivery Method: Group Live – Live Virtual Classroom

- Focus on and define the specific challenges of the Change situation
- Interpret and reflect on personal feelings, behaviors and expectations of the Change situation
- Act and respond in constructive ways to the Change situation based upon this new learning experience and then take positive steps to move forward