



AMCTO's Corporate Training

A Municipal Survival Guide to Organizational Change

1-Day workshop:

Machiavelli once noted in *The Prince* that "It must be considered that there is nothing more difficult to carry out, nor more doubtful of success, nor more dangerous to handle, than to initiate a new order of things." If we based all organizational changes on this view, change would be forever avoided.

However, the reality is that change is the only thing that remains constant for us. It is a normal and natural part of our work lives. In fact, the world we live and work in, is a wondrous place of infinite possibilities and opportunities. The more we are able to adapt to change, the more likely it is that we will enjoy and thrive in what we do. The secret is not to avoid change but rather, plan for it, anticipate challenges and enjoy the growth that it is bound to bring.

What you will learn:

- Understand the essence of both internal and external drivers of change
- The importance of communicating regularly and effectively with all types of stakeholders
- Several different approaches to change management as well as the effective use of champions, steering committees and transition teams
- Planning and getting buy-in for change initiatives as well as understanding resistance to change and, where possible, how to reduce or at least address that resistance
- Balancing mission, vision and values with the new order of things
- The importance of celebration, follow ups and getting ready to change again

Why attend

This session will help you to acquire a common sense understanding of what organizational change is all about as well as understanding what it is not. What is even more important is that you will gain a better sense of how to plan and implement major change initiatives in the work place. This includes being able to better understand resistance and communicate effectively with everyone involved. As an added bonus, the principles to be covered may even help you understand and respond to changes in your personal lives.