

Leading Breakthrough Change

A Practical Framework for Driving Transformation

Driving change is an essential leadership skill. So why do efforts at change so often fail? This course examines how to both drive a large change initiative and actively participate in a change process initiated by others. It explores challenges inherent to all change initiatives: change is hard, resistance is high, and leadership buy-in is critical.

Learners will be guided through a change framework during which they'll prepare the organization for change, create a change plan, and make the change stick. And they'll work to answer the question: How do you maximize the probability that change initiatives will succeed in driving breakthrough business outcomes?

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Learners will attain:

- An understanding of why change is hard, risky and prone to failure
- The ability to identify and overcome resistance to change
- A framework to help manage breakthrough change
- The confidence to act as a principal agent of change

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Course Outline

WEEK 1

Conceptualizing Change

- Change Is Hard, Breakthrough Change Is Harder
- The People Side Of Change
- The Conceptualizing Stage

WEEK 2

Planning and Implementing Change

- Introduction To The Planning Stage
- Barriers To Change
- Measuring Change
- The Implementation Team

WEEK 3

Action Planning

- Putting The Plan Into Action
- Leadership Communication
- Bringing It All Together