

Making Change Happen

A Structural Approach for Supporting Organizational Transformation

While it's typically incumbent upon a company's senior leadership to drive change initiatives from the top, it's equally important that the rest of the organization know how to support and champion already-established changes.

Consider Making Change Happen as an inside look at how experts in change management think about the process of conceptualizing, planning and implementing bold, transformational change—and how leaders can apply it to a change initiative they're facing now, or expect to in the future.

Developed in Partnership with

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Learners will attain:

- An understanding of why change is hard, risky and prone to failure
- The ability to identify resistance and barriers to change
- A framework that enables successful and scalable change

Author



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Course Outline

DAY 1

Stacking the Deck

- Stacking the Deck
- Your Change Initiatives
- The Cost of Failure
- The Irrational Side of Change Management
- Evaluating Change Readiness

DAY 2

The People Side of Change

- The Psychology of Change Management
- The Human Response to Change
- Diamond Case
- Resistance to Change

DAY 3

Conceptualizing Breakthrough Change

- Why Change, Why Now?
- Recognize the Fear of Change
- Noble Failure
- The Need and Urgency to Change

DAY 4

Planning and Implementing Breakthrough Change

- From Vision to Plan
- Anticipating Barriers
- Making it Real
- Stratacom Case
- Planning and Implementing Change

DAY 5

Interactive Capstone

Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.