



**The Employee Orientation gives employees the ability to process changes that are impacting them. This one-day program equips frontline employees with the framework and skills to lead themselves through change and transform their organization from a culture of resistance to a culture of resilience.**

## WHO IS THIS COURSE FOR?

This program is for employees who are being impacted by change. It is most effective when employees impacted by the same changes can attend the program together.

## LEARNING OBJECTIVES

During Change Management Employee Orientation, participants will:

- Evaluate a current change in their jobs to understand and internalize learning
- Learn how to use the **Prosci ADKAR Model** to identify their points of resistance
- Discover how to communicate about a change in a way that is productive and proactive
- Create proactive strategies for overcoming their own resistance
- Become confident and empowered in the change process rather than victimized by it

## PROGRAM AGENDA

### Morning:

- Change is a process
- Organizational change history and values
- Resistance and emotional reactions to change

### Afternoon:

- Emotional reaction to change
- Senders and receivers
- **Prosci ADKAR® Model**
- Developing your own action plans

## COURSE MATERIALS

- Program workbook
- *Employee Survival Guide to Change* or *ADKAR: A Model for Change*