

# Leading Change

Empowering and equipping leaders to manage and lead change with insight.



In today's disruptive world, effective change leadership is no longer a nice-to-have, but an essential skill.

## Overview

We live in a world where disruption is the norm. Globalization, the digital era, the environmental crisis, changing demographics – all of these factors are impacting our organizations and the way we work. As a result, effective change leadership – both in being equipped to manage change but also lead and inspire change in others – is no longer a nice-to-have, but an essential skill.

Korn Ferry research into many leadership models, shows that most change methods don't go deep enough because they focus on the extrinsic. This program equips participants to become successful change leaders by focusing on the intrinsic – the unconscious preferences and motivators that drive behavior.

In this program, leaders will gain insight about their core inclinations and mindset around change and learn ways to shift their mindsets to become more skilled at adapting and managing it. In addition, participants will learn the techniques to inspire and engage others through change.

The program uses a variety of learning techniques, including strategies for managing participants' own change initiative to learn how to adapt their leadership approach in the context of their specific change challenge.

## At a glance:

### Program summary:

- One-day program focused on helping leaders identify their beliefs, mindset, and readiness for change.

### Who should attend:

- All leaders.

### Key outcomes:

- Participants will leave with an understanding of how to be a change leader, how to apply that mindset and be equipped with the skillset to energize and inspire others for change.

**Leaders will gain insight about their core inclinations and mindset around change and learn ways to shift their mindsets to better adapt and manage it.**



## Session details

### Participants will leave with:

- An understanding of their character traits, motivation, mindset, and readiness around change.
- Strategies to engage and inspire others around change.
- Techniques to adapt their change leadership to the specific context of the change.
- A change leadership plan to guide them in their change initiatives.

### Program format:

- One-day instructor-led training.
- Program pre-work includes professional development assessment to identify traits, drivers, and competencies related to change leadership.
- 90-minute virtual session to learn how to interpret assessment report.
- Strategies to inspire and engage others around change.
- Application of insights to individual change initiative.

### Learning methodologies:

- Personal reflection.
- Experiential exercises.
- Large, table, and paired discussions.
- Action planning.

## Program outline:

### Pre-work

Professional Development assessment: 90-minute virtual pre-session to learn how to interpret assessment report.

### On the day

- Introduction and change icebreaker.
- The business case for change leadership.
- Conviction: What are my beliefs?
- Collaboration: Energizing others to change.
- Context: Adapting to the environment of change.
- Reflection and application: My change leadership plan.

### About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with organizations to design their organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward, develop, and motivate their workforce. And, we help professionals navigate and advance their careers.