

The Change Cycle Series Training Programs

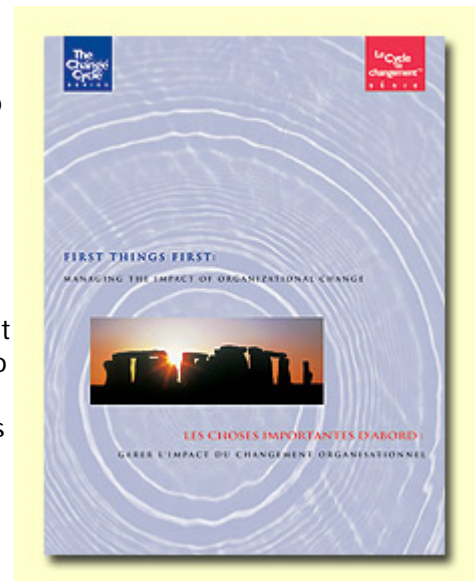
Our courses are designed to focus on an individuals' ability to handle their personal and professional needs during change. Participants will learn how their brain processes all change experiences in a sequential and therefore predictable way. By understanding the 6 stages of The Change Cycle™, each participant will gain knowledge and practical skills. These new skills can be utilized immediately to the benefit of the individual and have a positive impact on communication issues within the organization.

FIRST THINGS FIRST Managing the Impact of Organizational Change

WHO SHOULD ATTEND

Managers, Supervisors and/or Executives

Managers and Supervisors will learn techniques and strategies to assist them in balancing their personal issues and those of their co-workers within a changing environment. Managers in today's workplace do double duty when it comes to change. They are expected to embrace the changes that the organization is initiating and to lead their co-workers through often turbulent or confusing times. This training provides processes and skills by utilizing The Change Cycle™ as the guide for recognizing inherent land mines in the change experience. This will equip managers to know how to use the right strategy at the right time. Being able to identify where each person is in the Change Cycle™ " provides the manager with the information necessary to lead effectively, increase productivity and minimize change anxiety... .Yes!



BENEFITS

Managers, Supervisors and/or Executives will learn skills to:

- Identify the 6 stages of The Change Cycle™ and how they affect us at the mental, emotional and behavioral levels
- Assess where in The Change Cycle™ others are concerning an organizational issue by utilizing data from The Locator Assessment Profile
- Differentiate between proactive and reactive change situations understand the best skills to use for successful personal and organizational change
- Implement specific management success strategies for each stage of The Change Cycle™
- Identify their own management style and how it relates to the management style needed in each stage of The Change Cycle™

TIME FRAMES

- 1/2 day provides perspective and some management skills
- 1 day provides management skills and case study applications
- 2 day provides management skill building and strategy development

PARTICIPANTS' MATERIALS

Includes the following:

- Change Management Resource Guide
- The Locator" Assessment Profile
- The Change Cycle™ " 4-color model (8x11)
- The Change Cycle™ " 4-color model (4x5)

BREAKDOWN or BREAKTHROUGH

Becoming a Change-Resilient Organization

WHO SHOULD ATTEND

This format is designed for managers, supervisors and employees who are experiencing the change process and need opportunities to understand and communicate about the dynamics created within a changing environment.

This is our most popular course because it blends the needs and perspectives of the individual with the objectives and focus of the organization. It has been praised over and over again for its immediate effectiveness in assisting any employee to be more productive in a changing workplace.

By understanding the 6 stages of The Change Cycle™, each participant will gain knowledge and practical skills that can be used to enhance personal and organizational communication. Participants will learn how to pinpoint exactly where they are in The Change Cycle™ and how to use personal skills to manage each of the stages. Through facilitated communication, the group identifies change issues and strategies for solution finding using The Change Cycle™ as a road map.



BENEFITS

Participants will learn skills to:

- Identify the 6 stages of The Change Cycle™ and how they affect us at the mental, emotional and behavioral levels
- Pinpoint what stage of The Change Cycle™ they are in in relation to a specific change
- Differentiate between proactive and reactive change situations within the organization and develop communication strategies to assist the change process
- Work together on solutions for organizational issues that arise in each stage of The Change Cycle™
- Assist themselves in relating to others by sharing a common experience and being able to apply learned concepts within the organizational framework

TIME FRAMES

- 1 day provides perspective, communication skills and change strategy development

PARTICIPANTS' MATERIALS

Includes the following:

- Participants' Guide
- The Locator" Assessment Profile
- The Change Cycle™ " 4-color model (8 x 11)
- The Change Cycle™ " 4-color model (4x5)

BREAKOUT SESSIONS (60 Minutes to 4 Hours)

OVERVIEW

These presentations are designed for high-impact learning in a short period of time. Our certified trainers are entertaining speakers and will impress your audience with their ability to be clear and concise while imparting practical and useful knowledge.

TOPICS INCLUDE

- Surviving and Thriving in Organizational Change
- A Little Change Can Change a Lot
- Managing the Impact of Change
- Change Moves Me
- Change @ Work

KEYNOTE ADDRESSES (30 Minutes to 3 Hours)

Please call for more information.

TOPICS INCLUDE

- Surviving and Thriving in Organizational Change
- A Little Change Can Change a Lot
- Managing the Impact of Change
- Change Moves Me
- Change @ Work
- Letting Go of Holding On



TRAINING THE TRAINER / FACILITATOR CERTIFICATION

OVERVIEW

How it Works

Our Training the Trainer/Facilitator programs include intensive learning, lab experiences and skills building. With certification, each trainer/facilitator will be equipped to provide The Change Cycle™ information and skills in a variety of formats and applications:

- 1 and 2 day formats for employees, supervisors and managers
- 90 minutes to 1/2 day programs for employees, general audiences, executives and boards
- 1 on 1 interaction skills for employee development
- Ways to utilize The Change Cycle as a facilitation, coaching and leadership tool

New SELF-PACED *Training the Trainer & Facilitator* Formats!

You asked for it! There have been MANY requests for a self-paced Change Cycle™ Certification. Though we prefer in-person certification training for various and sundry reasons, we know that it can be done in other ways.

So, with respect for your requests, the reality of business travel restrictions in this economy and it's just time(!), ***Change has come*** -- we are now offering our new self-paced format for you to achieve Change Cycle Certification.

Self-Paced Training the Trainer Program

We will send your complete facilitator guide and training materials in both paper and e-file formats.

- Tuition for each participant is \$1895. USD
- Multiple registrations from the same organization -- save \$100 for each participant.
- [Click Here to Register](#)

Public Training the Trainer Program

[Click Here for upcoming dates and to Register](#)

- Tuition for each participant is \$1895. USD.
- Early registration discount is \$100.
- Multiple registrations from the same organization -- save \$100 for each participant.

On Site Training the Trainer Programs

Training space and Master Trainer travel expenses to be provided by host organization.

- Cost for two to four participants is \$1895. USD each.
- Each additional participant is \$1200 (a savings of \$700 per person)

Monthly Coaching Sessions

All certified Trainers (new and seasoned) are invited to participate in any of our monthly coaching sessions with a Change Cycle™ Master Trainer via teleconferences and Skype. One on one phone coaching is also available.



Monthly coaching sessions are each 1 hour in length and include tips, stories, strategies and Q&A to assist you in becoming more confident and skilled as a trainer/facilitator. Additional classes will be added as needed.

Sessions offered include:

- The Red Stages
- The Yellow Stages
- The Green Stages
- Manager & Supervisor Training
- Using The Change Cycle as a consulting or coaching tool

Course Objectives

Each registration includes the following materials:

- Comprehensive Facilitator's Guide
- Complete set of training format materials
- PowerPoint presentations for each format
- Access to password protected Trainer pages on our website

Each Trainer will:

- Gain the knowledge, skills and tools to conduct The Change Cycle™ programs for both staff and management in a variety of time lengths and formats.
- Learn how to assist people in taking personal responsibility for how they react/respond in a changing environment.
- Learn how to use The Change Cycle™ as a tool for both personal, professional and organizational change.
- Discover language and motivation skills to increase productivity when change is creating lethargy and anxiety in the workplace.
- Understand and articulate the behavioral, emotional and cognitive basis for the human response/reaction to change.
- Learn how to administer and interpret The Locator™ Self Assessment Profile and Survey Tool.

We will work with you to speak specifically to the needs and culture of your organization. This will assist trainers in their perspective and ability to communicate, facilitate and train successfully.