



LEARNING EVENT PROFILE

Training Event:	Leadership Development Program
Purpose:	The profile is designed as a tool to provide for Employees, Supervisors and Department Directors a description of the training to take place, the objectives to be met, skills and behaviors supporting the objectives, the target audience, and the general, projected impact of learning on the organization.
Title of Training:	Adaptive Change Management (A Critical Skill Development Workshop)
Objectives:	In this program, you will learn how to: <ol style="list-style-type: none">1. Identify the impact of change in our lives and discuss the characteristics of change.2. Understand the change process3. Develop resilience related to change4. Enhance your change management skills
Target Audience:	Leaders and Staff
Course Description:	Adaptive Change Management: This training is designed to help you to understand the importance of change management skills for personal and professional success. Change is a constant and taking the time to improve your skills is a worthwhile investment in your self-development.
Skills/Competencies:	Assess attitudes toward change. Identify responses to change. Identify the phases of transition Define difference between resistance and resilience. How to manage future change Enhancing resilience to change Action planning for improving change management
Behaviors:	Demonstrate utilization of resources. Co-workers are able to understand and provide support to one another in terms of authentic change management practices. Employees will feel identify their own responses to change and support others to respond with resilience rather than resistance to change.
Tips for Measurement of Impact:	



- Employee/Supervisor interactions are driven by an approach of understanding factors related to change.
- Supervisors are more confident supporting self and others to respond to and plan for change.
- Employee/Supervisor relationships are improved, as supervisor becomes viewed as resource for growth
- Supervisors consciously evaluate interactions with employees and coworkers to determine impact and adjust accordingly using skills/practices from training.

PLEASE NOTE: A survey will be administered following the workshop which will aid the organization in knowing to what extent the training had an impact in meeting the learning objectives.

RMcS: 12/9/16