Change Leadership:
Engaging People for Organizational Change

A leader’s ability to lead change depends on how well he or she anticipates and manages the transitions people must make to get to the future state. This program builds a framework by presenting both the common change models frequently cited and the real life experience of the instructor in what works and doesn’t work in implementation.

Models of change presented will include the work of John Kotter, William Bridges, Dan and Chip Heath, with a focus on application.

Participants will be encouraged to bring challenges that they are facing within their own organizations. Time will be devoted to working on approaches to leading change that participants can put into action in their organization.

The day will be highly interactive and taught in a workshop style. Self assessments will be used to allow participants to gauge their own reactions and readiness for change.

The goal of this session is to build the skills and develop tools needed to successfully lead change and create sustainable impact. Particular attention will be paid to dealing with resistance to change and individuals’ typical responses to change.

Expected Outcomes:
Participants will learn how to...
- Build skills to lead change
- Create sustainable impact
- Deal with resistance to change
- Manage people’s responses to change and transition

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Instructor Profile

Dr. Wendy Ruona is an Associate Professor of Human Resource Development (HRD) at the University of Georgia and serves as President of the Academy of Human Resource Development. Her work during the past 20 years has been devoted to developing (1) aligned organizational systems that are poised to achieve strategy, foster optimal organizational effectiveness, and be amazing places for employees to work, and (2) the leaders needed to enable that. The key areas that she’s worked in include: strategic planning, alignment, and implementation in organizations, the system that support performance, talent management, organization development and change, and building the HRD profession. Dr. Ruona has published over 50 articles, chapters, and papers and received numerous awards recognizing her scholarship and service in HRD.