

Leading Through Change

GoSkills online course syllabus

Skill level

Beginner

Lessons

22

Pre-requisites

No prior experience needed

Video duration

59m

Estimated study time

59m 41s

Instructor

Colleen Gallion

Introduction

1 Change is constant

Regardless of your industry or role, change is a constant challenge for every business leader.

Intro to Change Leadership

2 Why it matters

Change leadership is essential to ensure the success of your team, your organization, and yourself as a leader.

3 Common challenges

Although different types of changes can pose different problems, there are several common change leadership challenges that you can expect and prepare for.

4 Creating a strategy

Having a framework for your change strategy is essential for clear and effective communication.

Defining the Scope

5 Fact vs. feeling

Objective change and attitudinal change differ from one another, but they are both important to understand as a change leader.

6 Proactive vs. reactive

How you should best lead through change depends partly on whether you're navigating through a proactive change or reactive change.

7 Analyzing individual impact

Knowing who is impacted by the change and in what ways they are impacted is essential in defining the scope of change and developing your change leadership strategy.

8 Analyzing organizational impact

Analyzing individual impact is important, but it's also important to analyze the organizational impact of change.

9 Risk management

Assessing potential risks prior to implementing change initiatives is critical in ensuring you and your organization are as prepared as possible.

10 Defining milestones

Defining milestones is a great way to evaluate the effectiveness of your change leadership and identify potential areas for improvement downstream.

Types of Change

11 Rip the band-aid

You've probably heard the expression about ripping off a band-aid to minimize long-term pain.

12 Batten down the hatches

"Batten down the hatches" is another common expression that can be applied to the change management space.

13 Course correction

Course correction can be challenging as it requires a shift in mindset from everyone involved in the change initiative, especially leadership.

14 Growing pains

If done correctly, sometimes the "growing pains" approach can be the best way to navigate a change scenario as a leader.

15 New direction

Sometimes the best approach is to take an entirely different direction.

Communicating Change

16 Change archetypes

Everyone has a different response to change, but in general, ways to categorize how people respond.

17 Communication strategies

To be best prepared to communicate a change, there is ample planning and strategy required.

Monitoring Change

18 Milestone measurements

Monitoring change and assessing progress is essential in determining the success of your change initiative.

19 Archetype pulse checks

It's important to check in with your team at this point and get a pulse check on how your team is processing the change.

Sustaining Change

20 Time to celebrate

Sometimes, people are guilty of not making enough time to celebrate the wins in life, no matter how small they may seem.

21 Memorial retrospective

Taking the time to reflect on change initiatives is critical in setting yourself and your team up for future success.

Conclusion

22 Courage and compassion

Thank you so much for watching this course!

[Go to GoSkills.com](https://www.goskills.com)