



Managing Change and Transition

TOOLS FOR NAVIGATING THE TERRAIN IN COMPLEX TIMES

"Those who live by the sword will be shot by those who don't."

Gary Hamel

DESCRIPTION

In December, 2012, Amazon listed 160,495 book titles under change; 71,905 under business change; and 68,195 under global change. With this enormous amount of information and insight on this subject, it is amazing how many individuals and organizations still wrestle with the dynamics of change. After twenty five years of helping organizations successfully manage and grow through transitions, Sandy Smith offers new ways of thinking about and responding to exponential change.

LEARNING OBJECTIVES

- Better understand the driving forces behind constant change and the new kind of stress it has created.
- Learn about the four predictable phases of organizational "growing pains" and determine which stage your organization or department is in.
- Learn about different responses to sudden change, including resistance, and develop strategies for each response.
- Develop practical methods for helping employees remain focused during times of transition and to avoid a drop off in productivity.
- Learn best practices of innovative organizations that proactively "created their future" by becoming positive change agents.

STYLE OF DELIVERY

Customized to audience, client objectives, and time allotted for delivery. However, presentations typically incorporate such highly effective elements as:

- Extremely animated oral presentation that incorporates practical examples and, often, humor to drive home main points
- Bold, imaginative presentation graphics that maximize visual impact and minimize text
- Short, highly engaging movie clips that demonstrate or reinforce key messages
- Small highly engaging group exercises and discussion
- Open Q&A
- Closing summary of key points that can be applied in the workplace and serve as reminders

SANDY SMITH BIOGRAPHICAL SUMMARY

Sandy Smith is a speaker, corporate training specialist and executive coach from Oak Ridge, Tennessee. He develops and presents educational seminars and workshops for leading organizations in such diverse areas as healthcare, manufacturing, marketing, retail, and U.S. government. Sandy also coaches senior executives in giving high impact presentations. Sandy is a member of The National Speakers Association and The World Futurist Society.