



True Colors Change Management

“Keys for Navigating through Change”

The True Colors Change Management Certification will teach you how to help organizations navigate through change using True Colors. It will teach you about the four phases of change and how our colors respond or react to them. Navigating through Change is the norm in today's business environment. Today's Leaders need to master the art of helping others succeed.





CERTIFICATION OUTLINE

Summary:

Change is one of the foremost issues, if not the foremost business issue, of our day. Change represents growth, opportunity, and innovation; on the other hand, threat, disorientation and upheaval. Like it or not, change has become the norm. Our economic times have obliged us to take a different look at our present and learn to manage the inevitable... more change.

As a Certified True Colors Change Management participant you will learn how to help organizations navigate through change with a positive approach honoring each color's needs.

Objectives:

- Learn how to provide a set of strategies and skills people in change can use to manage the change process.
- Learn to minimize the people "breakage" that often accompanies change, that is, to help reduce the pain and dislocation people feel during a change experience.
- Learn to maximize the new opportunities that change presents for people and organizations.
- Learn to deal with the present to move to a "new beginning".

Topics:

- Introduction to Change
- Understanding the Organization's Color Spectrum
- Experiencing Change (Acknowledging, Accepting, Adjusting and Anticipating)
- Acknowledging what is Changing (Needs Assessment)
- Reacting to Change
 - Disengagement • Misidentification • Disorientation • Disenchantment
 - The Reactions to Change
- Accepting the Change
 - Self – Talk • The Effects of Negative Self-Talk
 - Putting the Self-Management Process to Work
- Grieving our Loss
- Making a Choice
- Adjusting to Change
 - Clarify • Share • Engage
- Making a plan to Navigate through Change
- Capitalize on Opportunities
 - Symbols and Ceremonies • Symbols and Values • Visions and Plans • Communicating a Vision
 - Strategies for a New Beginning





Change Management Resource Guide:

<p>The Green and Change</p> <ul style="list-style-type: none">- The Green Outlook- Questions Greens want answered- What Greens Seek in Times of Change- Challenges for Greens During Change- Green Combinations	<p>The Orange and Change</p> <ul style="list-style-type: none">- The Orange Outlook- Questions Oranges want answered- What Oranges Seek in Times of Change- Challenges for Oranges During Change- Orange Combinations
<p>The Gold and Change</p> <ul style="list-style-type: none">- The Gold Outlook- Questions Gold's want answered- What Gold's Seek in Times of Change- Challenges for Gold's During Change- Gold Combinations	<p>The Blue and Change</p> <ul style="list-style-type: none">- The Blue Outlook- Questions Blues want answered- What Blues Seek in Times of Change- Challenges for Blues During Change- Blue Combinations

Change Communication Plan Template

Color Responses to Change

Tips for Surviving and Thriving during Difficult Times

Communication (and emotional support) tips for supervisors having to lay off employees of different color styles

