

## Optimizing Change LEAD6252

### Course Outline

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#### Description:

Develop your understanding and skill in assessing change readiness, identifying your change agent team, aligning your vision and strategy, and dealing with resistance.

#### Course Goals:

Optimizing change is a fundamental element of leadership. Almost anyone can steer a ship in calm seas. This course aims to assist participants' development of the knowledge, skills, attitudes and frameworks necessary to chart a course through the turbulent waters of change.

**Course Objectives:** At the completion of this course, the learner will be able to:

- Possess a stronger sense of self-understanding as leaders of change
- Identify eight steps of transformational change leadership in organizations
- Strengthen their organizational vision and strategic alignments relative to effective change
- Assess their organization's change readiness
- Determine and form a guiding coalition for change (change agent team)
- Discern potential sources of resistance to change and options to positively influence change in organizations
- Sharpen their knowledge, skills and attitudes for proactive change leadership.

**Attendance Requirements:** Students are required to attend 100% of class time in order to receive a completion for this course. A grade report can be printed from myWCS.

#### Code of Student Conduct:

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at Western University, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed, and set out the disciplinary procedures that the University will follow. For the complete Code of Student Conduct: <http://www.uwo.ca/univsec/pdf/board/code.pdf>

# Western Continuing Studies

## Course Schedule:

### Day One

- Introductions, Course Overview, 'Housekeeping'
- Optimizing Change: The Role of the Leader
- Leading Change to Transform your Organization
- Aligning Vision and Strategy

### Day Two

- Assessing Organizational Readiness for Change
- The Change Agent Team: Forming a Guiding Coalition for Change
- ***Brown Bag Lunch - During lunch, we'll watch 12 Angry Men to prepare for the afternoon***
- Influence and Change Leadership
- Overcoming Resistance to Change
- Proactive Personal Leadership during Change cont'd.
- Course Conclusion

## Evaluation Method:

As part of the course/instructor evaluation, a survey will be sent to you electronically by Continuing Studies. You will be asked the following questions. Please consider these throughout the course.

1. How would you rate your overall experience?
2. Please indicate your agreement with the following statements:
  - a. The course content was relevant and valuable.
  - b. The instructor conducted class sessions in an organized, well-planned manner.
  - c. The instructor explained concepts clearly.
  - d. The instructor displayed enthusiasm and energy in conducting class sessions.
  - e. The instructor made me feel comfortable in the learning environment.
  - f. The instructor encouraged my participation and interaction.