



CHANGE

How to Turn Uncertainty Into Opportunity™



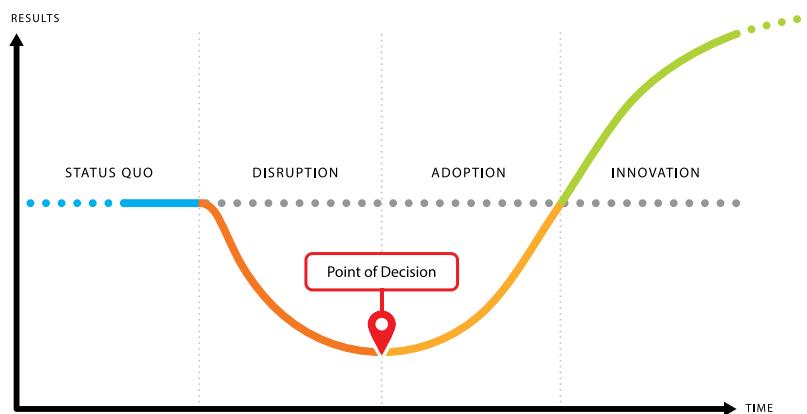
Change happens all the time, whether we choose it or it chooses us.

Yet, when faced with change, many organizations primarily focus on the process. Successful change takes more than that—**it's your people who make change happen**. And as people, we're wired to react to change to survive, which can make change feel difficult or threatening. Successful leaders engage their people in change, making it feel less uncertain and more like an opportunity.

Introducing Change: How to Turn Uncertainty Into Opportunity™

When we recognize that change follows a predictable pattern, we can learn to manage our reactions and understand how to navigate change, both functionally and emotionally. This allows us to consciously determine how to best move forward—even in the most challenging stages.

Change: How to Turn Uncertainty Into Opportunity™ helps individuals and leaders learn how to successfully navigate any workplace change to improve results.



Objective	Outcome
Build individual confidence through a predictable pattern of change.	Employees with increased confidence harness change, turn uncertainty into opportunity, and exceed desired results.
Successfully lead people through the human reactions of change.	Leaders who understand the fundamental principles of human reactions engage teams to want to achieve and exceed targeted change results.
Optimize any change-management process.	Change effectiveness is not just a process—it is also about people. Equip employees at all levels to accelerate and optimize change, even beyond the initial possibilities.

Delivery Options

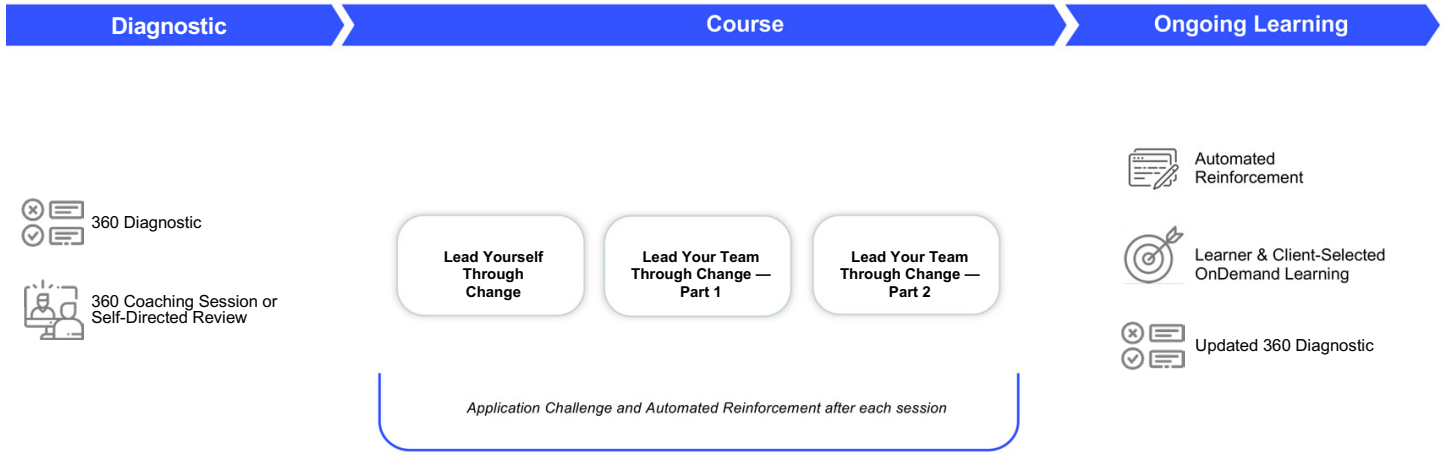
Change: How to Turn Uncertainty Into Opportunity™ is available in multiple learning modalities including Live-Online, On Demand, and Live In-Person. The course consists of three modules:

- Session 1: Individuals and leaders learn to lead themselves through change.
- Sessions 2–3: Leaders explore how to lead teams successfully through change.

Live In-Person Outline	Live-Online Outline	OnDemand Outline
Three 120-minute sessions	Three 90-minute sessions	Three 30-minute sessions

Example Impact Journey

This course can be applied as a standalone change framework or work alongside any existing change management process.

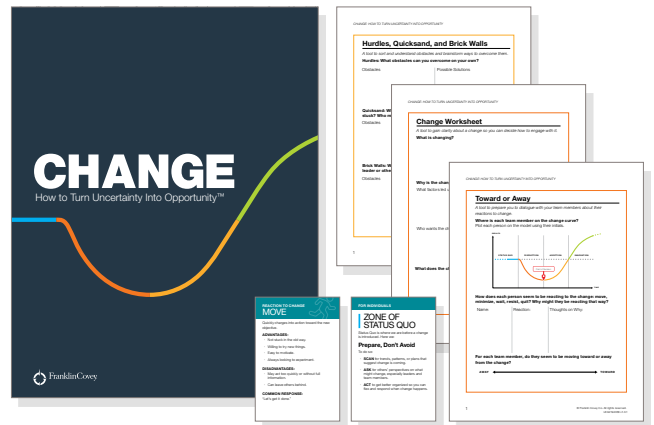


Session	Audience	Participants Will Be Able To:
Lead Yourself Through Change	Individual Contributors and Leaders	<ul style="list-style-type: none"> Understand the five common reactions to change. Navigate each zone of the Change Model: <ul style="list-style-type: none"> Zone of Status Quo: Prepare, Don't Avoid Zone of Disruption: Clarify, Don't Delay Zone of Adoption: Persist, Don't Give Up Zone of Innovation: Explore, Don't Settle
Lead Your Team Through Change, Part 1	Leaders	<ul style="list-style-type: none"> Identify the leader's role in change and the costs of change. Define the leader's key mindset and skillset. Lead teams through Status Quo: Envision, Don't Just Convey.
Lead Your Team Through Change, Part 2	Leaders	<ul style="list-style-type: none"> Lead teams through Disruption: Dialogue, Don't Dictate. Lead teams through Adoption: Engage, Don't Ignore. Lead teams through Innovation: Inspire, Don't Stifle.

Product Components

- Participant guide with change tools
- Change Model and Reaction Cards
- Change toolkit for leaders*

*Only available in the FranklinCovey All Access Pass.



The FranklinCovey All Access Pass® allows you to expand your reach, achieve your business objectives, and sustainably impact performance. It provides access to a vast library of FranklinCovey content, including assessments, training courses, tools, and resources available Live In-Person, Live-Online, and OnDemand. For more information, contact your FranklinCovey client partner, visit franklincovey.co.uk, or call 01295 274 100.

