



Centre for Leadership and Community Learning COURSE OUTLINE

Division: Centre for Leadership and Community Learning
Program: Management/Leadership Development Electives
Course Code: **MGMT 141**
Course Title: **Another Day, Another Transition- How to Lead Successful Change**

Course Effective Date:

Previous course code & title:

Required Elective **Credits:** 1.0

Total Course Hours (face-to-face): 14

Lab Hours (if any): **Practicum Hours (if any):**

Delivery Method:

Face-to-face Distance Online

Prerequisites: **None**

Equivalent Course(s) within the JI:

Brief Description:

This interactive and highly experiential two day course will provide participants with a practical and realistic toolkit for leading, supporting and facilitating change processes in their organizations. Through facilitator-led small group activities and case studies, participants will learn how to use more powerful language to coach people through the change process, how to interpret the emotions of transition, and how to use various strategies and tools to manage the dynamics of change in the workplace.

Evaluation Profile: Attendance only Credit / No Credit
 Complete/Incomplete Pass/Fail
 Letter Grade % Grade

Passing Grade (if applicable): Credit granted

Evaluation Methods and Percentage of Total Grade:

100% attendance; Self evaluation
Active class participation Role Plays



Learning Outcomes / Goals:

At the end of this two day, 14 hour course, participants will be able to lead, support and facilitate transition processes within their organizations

Learning Objectives:

Upon successful completion of this course, the participant will be able to:

Coach change participants through the transition process using more powerful language.

Recognize the positive and negative effects of change, and learn how to interpret the emotions of transition.

Assess resilience both within themselves and their teams.

Manage the dynamics of change and transition in the workplace.

Course Topics/Content:

The changing workplace

Managing organizational transition

What is change?

Balancing the needs of the organization with my team's needs

The 3 phases of transition

The balancing act of change

The emotions of transition

Coaching through transition

The 4 P's of communications during change

Building resilience

Building an action plan

Text and Resource Materials:

Required:

Recommended:

Participants are encouraged to read William Bridges, *Managing Transition, The Way of Transition* or *Who Moved My Cheese* by Spencer Johnson



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Comments and Course Policies:

Evaluations:

Course outline changes: *All changes to course outlines communicated to learners in class.*

JI Policies refer to website:

www.jibc.bc.ca/studentsservices/main/academicsservices/policies.htm