

Accelerating Change

Leading Your Organization Through Transition

Any significant change—a new initiative, a shift in strategy or culture, a restructuring—is successful only when the organization lets go of the old and fully adopts the new. It requires a journey through a time of transition and the leadership to bring individuals along into the new reality.

There's a tendency to think that after the change is agreed upon, the rest is "just execution." But the real work is only beginning.

Realizing the Change

Successful change management begins with a shared understanding of the current situation, a clear vision for the future, and a plan to get "from here to there." Successful change leadership requires more. It demands that leaders have the skills to guide individuals, teams, and organizations through a time of uncertainty, helping them let go of what's familiar and adopt a new and different way. We help leaders make those transitions faster and easier in three ways:

- **Leading Change** training for leaders who need to help their own teams through changes;
- **Driving Change** working sessions for leaders—like program managers and senior leaders—who make change happen more broadly; and
- **Change Consulting** services to help organizations build the capability and infrastructure to manage multiple, large, or ongoing change efforts.

Because change is complicated, we help you approach it as simply as possible. Most important, we understand that you and your employees are the key factor in the success of any change initiative. We'll help you build change leadership skills and create change management plans that work for your organization—all with the goal of enabling you to achieve your desired future state.



- Understand how change impacts people.
- Make transition efficient and effective.
- Build change leadership skills.
- Assure the organization achieves its change objectives.

Accelerating Change Options

Leading Change

Objective: Develop the skill needed to lead your team through change successfully.

Target Audience: Any leader who needs to implement change within the team he or she leads.

How It Works: Four-hour practical training in the Leading Change Model. Can be combined with other Proteus content for a customized learning session.

Driving Change

Objective: Build a comprehensive plan for a specific change while gaining skills with the Driving Change toolkit.

Target Audience: Any change, project, or program leader; typically managers responsible for organizational change initiatives.

How It Works: A 1.5-day interactive session for individuals responsible for leading organizational change projects or programs. Participants apply the full set of tools to a current change effort during the session.

Change Consulting

Objective: Build the capacity of the organization to manage change and transition across multiple, major, or ongoing changes.

Target Audience: Organizations seeking to expand or enhance their in-house change management capabilities.

How It Works: Expert leadership and change consulting services, scoped and delivered to meet the specific goals of the client organization. Often includes targeted design, facilitation, training, or coaching work.