

# ClearRock

## Change Readiness Workshops

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Recognizing the opportunities and threats that occur during organizational change is an important step to inform the path forward. Our change readiness workshops provide a platform for employees and managers to open the lines of communication, leading to innovation and collaboration following a downsizing or change initiative.



### **Leading Through Organizational Change** for leaders and managers

- Discuss understanding of and alignment with future strategy and business goals
- Share reactions to organizational change
- Introduce transition model and its impact on emotions
- Discuss approaches to stress management
- Identify behavior and response to help leader, team, and organization move forward
- Share ideas, concerns, and recommendations to engage employees and achieve goals



### **Thriving Through Organizational Change** for employees

- Introduce transition model and discuss its impact on emotions
- Share reactions to organizational changes
- Identify strategies to help individual and organization move forward
- Discuss understanding of and alignment with organization's future strategy and business goals
- Share ideas, concerns, and recommendations for leadership team

Engagement includes intake meeting and post-session debrief with sponsor.

**Workshop Length/Time:** 90 minutes (each)