



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

##### • Change Management—

Proactively seeks opportunities to redirect self, others, and the organization to achieve desired results.

##### • Adaptability—

Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.

#### RELATED COMPETENCY CATEGORIES:

##### • Initiative—

Proactively makes things happen. Evaluates self and others and takes positive corrective action. Is self-disciplined.

##### • Creative Thinking—

Innovative. Incorporates existing ideas and new ideas in a unique approach to resolve issues and capitalize on opportunities.

# Change Engagement

## SUMMARY

This module is designed as an opening kick-off module to a series on change. It is designed to orient people at the executive, team and individual level. Participants will gain an appreciation for the challenges of change and create an awareness of how they and others may react to change.

## CONTEXT

There are specific challenges that occur when you engage organizational change. In order to meet these challenges, you need to be creative, energetic, and flexible. In this module you analyze those challenges of change engagement and the ways they impact us personally and professionally. You learn a model for organizational change, and determine your role in moving the organization through the change model successfully.

---

### At the completion of this module, participants will be able to:

- Define the challenges of change engagement
- Commit to principles for engaging change
- Take a creative and energetic approach to engaging change

*"Not everything that is faced can be changed. But nothing can be changed until it is faced."*

—James Arthur Baldwin

