COURSE SYLLABUS

Change Management for Leaders: Preparing for an Unknown Future Course (Self-Paced)

Prepare to lead teams through change by understanding reactions, navigating resistance, and using a structured six-step approach to support adaptation and growth.

> Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://www.graduateschool.edu/courses/change-management-for-leaders-preparing-for-an-unknown-future-course-self-paced



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Course Outline

Module 1: Course Introduction

- Welcome and introductions of participants and instructor
- Overview of course agenda and objectives
- Course navigation and engagement expectations

Module 2: Understanding Change and Resistance

- Recognize natural reactions to organizational change
- Explore common roots of resistance to change
- Debrief initial team-based change exercise

Module 3: Stages and Impacts of Change

- Identify the five stages of change
- Use questionnaires to explore past and future change scenarios
- Share and analyze team responses and patterns

Module 4: Coaching Employees Through Change

- Apply effective communication and empathetic listening strategies
- Model positive behaviors to encourage adaptation
- Use change coaching tools to support employees

Module 5: Six Steps to Prepare for Change

- Step 1: Consider past change experiences and lessons learned
- Step 2: Understand the reasons behind the change
- Step 3: Assess implications of change for yourself and others
- Step 4: Identify and leverage personal and team strengths

- Step 5: Learn from others who have navigated change
- Step 6: Focus on cultivating a resilient mindset

Module 6: Application and Reflection

- Summarize course insights and personal growth
- Reflect on applying tools and strategies in real work settings
- Prepare action items for managing future change effectively