COURSE SYLLABUS

Change Management for Leaders: Preparing for an Unknown Future Course

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



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Course Outline

Module 1: Leadership and Change

- Describe how volatility, uncertainty, complexity, and ambiguity impact leadership effectiveness.
- Explain why traditional, linear change approaches are insufficient in unpredictable environments.
- Distinguish between change and transition and explain why leaders must address both.
- Identify the leader's role in building adaptability rather than certainty.

Module 2: How Humans React to Change

- Identify common emotional and behavioral reactions to change in individuals and teams.
- Explain why resistance often reflects unmet needs rather than lack of commitment.
- Assess where individuals and teams are positioned on the change curve.
- Describe how trust and psychological safety influence change adoption.

Module 3: Leading Yourself Through Uncertainty

- Evaluate your own leadership responses to stress and ambiguity.
- Identify personal strengths and blind spots that affect how you lead during change.
- Apply self-regulation strategies to maintain credibility and effectiveness.
- Make informed leadership decisions when information is incomplete or evolving.

Module 4: Leading Others Through Change

- Communicate change in ways that provide clarity, empathy, and transparency.
- Identify resistance and barriers to change adoption.
- Apply the ADKAR model to diagnose barriers to change adoption.
- Adapt communication approaches to different change tolerance levels.

Module 5: Leading Organizations Through Change

- Align change initiatives with organizational strategy and priorities.

- Identify key stakeholders and define engagement and communication approaches.
- Establish simple metrics to assess adoption, engagement, and capability.
- Apply learning loops (e.g., PDCA) to adjust course as conditions evolve.