



Presenter:

Jo Anne Preston, *RWHC Workforce & Organizational Development Senior Manager*

Target Audience: *Healthcare Managers, both experienced and new in their role*

Change is constant and our brains like habits. An effective leader must take on the challenge of change with skill and a sense of humor. This workshop brings together best practices from John Kotter, a leader in organizational change, as well as the work of Chip Heath and Dan Heath, whose research highlights the impact of the rational and emotional sides of our brain and how they must come together for change to occur. Through interactive exercises, participants will learn about the components of change and the role the brain plays. You will be encouraged to bring a “real life” challenge for the group’s consideration.

Participants will learn to:

1. Identify Kotter’s eight key areas of change:
 - Explore a sense of urgency
 - Form powerful guiding coalitions
 - Create a vision
 - Communicate that vision
 - Empower others to act on the vision
 - Plan for short-term wins
 - Consolidate improvements and keep the momentum for change moving
 - Institutionalize new approaches
2. Diagnose problems in a change effort you are currently undergoing to bring about the right solution
3. Understand the role of the emotional and rational sides of the brain in change and how both must be engaged to be successful
4. Create a plan to turn your change effort into something that lasts

Visit the [**RWHC Leadership Series web page**](#) to view all our class offerings.

If you would like more information about the *RWHC Leadership Series*, please [**email Education Services Manager, Carrie Ballweg**](#), or call 608-643-2343.

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