

MODULE 5 – ORGANIZATIONAL CHANGE

This outline lays out the contents of Module 5 in a suggested sequence with *estimated* time frames. Used all together, the components make up a half-day training, or longer with time for breaks and lunch. You may choose to use as many or as few of the components as you wish.

Module 5 Learning Objectives

- Participants will understand the roles of behavior and emotion in resistance to organizational change.
- Participants will be able to assess and influence an organization's readiness for change.
- Participants will understand the critical steps in creating and maintaining a successful change effort.
- Participants will examine strategies both for leading change and for responding to change in their own organizations.

Module 5 Components (in recommended sequence)

You may choose to change the order of these components and/or the time allotted.

15 Minutes	Introduction/Overview and Introductions of Participants
40 Minutes	Activity: Mining Your Change Experience
30 Minutes	Mini-Lecture #5, Part 1: Understanding Our Response to Change <i>22-minute video followed by group discussion: Does the information about the emotional response to change shed any light on the experiences you discussed in the Mining Your Change Experience activity?</i>
45 Minutes	Mini-Lecture #5, Part 2: Planning for Change <i>22-minute video followed by group discussion:</i> <ul style="list-style-type: none">• <i>Can you describe some examples of change in your organization or in the MCH field that were a) adaptive and/or b) innovative?</i>• <i>Can you think of any radically innovative changes in your organization or in the MCH field? If not, what might be an example of a radically innovative change that could happen in the future?</i>• <i>If the urgency of a change is not apparent to everyone affected by it, what strategies could you use to make a case for the importance and value of the change?</i>• <i>If you are not convinced of the importance and value of a change that you are affected by, what strategies could you use to assist those implementing the change in conveying the need and engaging your commitment?</i>
60 Minutes	Activity: Change Readiness Strategy
10-20 Minutes	Interviews with MCH Leaders <i>Choose from among the Module 5 video clips according to time and interest. These video clips provide examples of change faced by MCH leaders and illustrate strategies for both initiating and coping with change effectively.</i>
20 Minutes	General Discussion of Interview Segments

- 10 Minutes **Self-Assessment**
Individually complete the self-assessment tool.
- 10 Minutes **Individual Leadership Development Plan**
Individually complete the ILDP as a vehicle to reflect on your answers to the self-assessment, your leadership development goals, and opportunities to apply the concepts and skills addressed in this module.
- 10 minutes **Group Discussion of Individual Leadership Development Plans**
Everyone receives feedback.
- 10 Minutes **Wrap Up**