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

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?

45 Minutes  Mini-Lecture #5, Part 2: Planning for Change

22-minute video followed by group discussion:
- Can you describe some examples of change in your organization or in the MCH field that were a) adaptive and/or b) innovative?
- 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?
- 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?
- 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?

60 Minutes  Activity: Change Readiness Strategy

10-20 Minutes  Interviews with MCH Leaders

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.

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**