



## SAMPLE: Leader-Led Learning Module

### CHANGE MANAGEMENT

#### ANTICIPATING THE IMPACT OF CHANGE

<b>CORE QUESTION</b>	What can the team do to assess and address potential resistance to change?	
<b>COMPLEXITY LEVEL</b>	Simple	
<b>QUICK HIT</b> 	<b>Purpose: To strengthen the team's ability to assess resistance to change.</b> 1. Explain the purpose of the Module by relating it to the team's current or future business goals. 2. Select an impending change you believe the entire business unit will need to deal with. Brainstorm as many answers to the following questions as possible: <ul style="list-style-type: none"> <li>➤ What about this change will <b>confuse</b> employees?</li> <li>➤ What about this change will <b>scare</b> employees?</li> </ul>	15 minutes
	3. Discuss what the team can do to clarify employees' understanding and strengthen their confidence and trust.	15 minutes
<b>IF YOU HAVE MORE TIME</b> 	4. Create an action plan for the most important ideas from this discussion.	30 minutes
<b>MATERIALS</b>	Flip chart paper and markers	
<b>LEARNING POINTS</b>	Team leaders should be able to anticipate and then act to minimize negative impacts of change.	
<b>FOLLOW UP</b>	In subsequent meetings, follow-up on the commitments from this Module.	