

Change Management



Title	Duration (minutes)	Author	Course Description
<ul style="list-style-type: none"> Change Management Models: Introduction to Change Management Models 	7	HSI-ej4	There are many barriers that can prevent an organization from adopting change and moving forward. Implementing and leading change requires specific skills, and that's exactly what this series is all about. We're going to teach you how to utilize several different techniques to successfully drive change. In this first course, we'll talk about five common types of organizational changes and examples of barriers that keep companies from pursuing change.
<ul style="list-style-type: none"> Change Management Models: Kotter's 8-Step Change Model 	7	HSI-ej4	Kotter's 8-Step change management model consists of eight stages: 1. Create a sense of urgency, 2. Build a guiding coalition, 3. Form a strategic vision and initiatives, 4. Enlist a volunteer army, 5. Enable action by removing barriers, 6. Generate short-term wins, 7. Sustain acceleration, and 8. Institute change. In this course, we'll go through all eight stages and talk about how to use this model to implement change in your workplace.
<ul style="list-style-type: none"> Change Management Models: Leading Change Initiatives 	5	HSI-ej4	In this course, we'll focus specifically on leading a change initiative and the three major phases to follow. We'll talk about how to decide on a model, or models, that best suit your organization and go over the importance of committing to a structured approach to change management.
<ul style="list-style-type: none"> Change Management Models: Lewin's Change Management Model 	6	HSI-ej4	In this course, we'll go over this three-step model known as unfreeze, change, and refreeze. We'll talk about how to apply these practices to an organizational change. We'll discuss how to communicate a change initiative, implement it, and then institutionalize the change. We'll also go over the change curve and leading through change.
<ul style="list-style-type: none"> Change Management Models: The ADKAR Change Management Model 	6	HSI-ej4	ADKAR is an acronym for the five outcomes that an individual needs to achieve for a change to be successful. They include awareness, desire, knowledge, ability, and reinforcement. This model is based on the understanding that organizational change can only happen when individuals change. It's an extremely impactful tool to use when implementing a change initiative from the bottom up. In this program, we'll take you through these five stages.

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<ul style="list-style-type: none"> Change Management Models: The Bridges Transition Model 	7	HSI-ej4	<p>The Bridges Transition Model was introduced in 1991 in the book “Managing Transitions,” by William Bridges. It’s based on the premise that change will only be successful if leaders and organizations address the transition that people experience during change. In order to do this effectively, one must know the difference between change and transition, so in this course, we’ll discuss this distinction. We’ll also go over how the Bridges Transition Model works, which includes the three stages of transition that people experience during change.</p>
<ul style="list-style-type: none"> Change Management Models: The Kubler-Ross Model 	6	HSI-ej4	<p>The Kübler-Ross Model was created in 1969 by Dr. Elisabeth Kübler-Ross, who was a Swiss-American psychiatrist. It was originally developed to explain the grieving process and describes five stages of grief: denial, anger, bargaining, depression, and acceptance. She identified these stages as defense mechanisms to change, loss, or shock, and further proposed that the model could be applied to any life-changing situation.</p>
<ul style="list-style-type: none"> Change Management Models: The McKinsey 7S Framework 	7	HSI-ej4	<p>The McKinsey 7S Framework is a management model that was developed and introduced in the late 1970s by former McKinsey consultants, Tom Peters and Robert Waterman. The model is often used as an organizational analysis tool, but it can be applied in a wide variety of situations. The McKinsey 7S framework is also effective for gap assessments, future strategy decisions, and organizational change initiatives.</p>
<ul style="list-style-type: none"> Change Management Models: The Nudge Theory 	7	HSI-ej4	<p>The Nudge theory is centered around nudging change in small ways, which can be more effective than trying to enforce it in a traditional sense. The theory is that, eventually, people will choose the needed change for themselves. So, in this program, we’ll look at how this theory works and go through the four categories of nudges.</p>
<ul style="list-style-type: none"> Change Management Models: The Satir Change Model 	6	HSI-ej4	<p>The Satir Change Model was designed to help people improve the way they cope with significant or unexpected change. In this program, we’ll take you through the five stages that make up the Satir Change Model to help improve the way you process change. This methodology will also enable you to offer the right support to your team as they adopt change.</p>
<ul style="list-style-type: none"> How to Deal with Workplace Changes: When a Coworker Leaves 	6	HSI-ej4	<p>Losing a coworker is tough, especially when you’ve bonded and become friends. In this course, we’ll discuss the importance of acknowledging your feelings, getting back into a routine, and offering resources to your former coworker. We’ll also go over gossip and how to avoid it, and what to do when someone new is hired.</p>