



## Deploying Strengths and Managing Conflict in Change Management

As a leader, the quality of your results depends on the quality of your relationships. This program will introduce you to Relationship Awareness Theory as a way to improve your leadership of change and /or improvement initiatives.

With new insights about motivation and conflict in mind, you will explore how leaders and organizations can initiate, implement and sustain change by tapping into people's motivational values and their corresponding talents.

### **Major Course Objective**

Participants learn use their team members' motivational value systems and talents to effectively initiate, implement, and sustain organizational change. They additionally learn how to anticipate and manage the conflict that is inevitably part of the change process.

### **Instructional Methods**

Participants complete the Strength Deployment Inventory through an online portal prior to the classroom portion of the program.

The ratio of didactic instruction versus interactive/experiential is approximately 1/3. Didactic portions of the course are conducted in highly conversational style and complemented with small group exercises, discussions, case studies, and role-plays.

At the completion of the program, participants "walk-away" with practical job aides and access to online resources relating to strength deployment, communication, and conflict resolution.

### **Competencies Developed**

• Conflict Management	• Creativity & Innovation	• Flexibility
• Leveraging Diversity	• Strategic Thinking	• Team Building
• Influencing and Negotiation		• Communication

### **Prerequisite Course:**

Relationship Awareness and Deploying Your Strengths for Personal Success