



Organizational Change Series

Course Outline



This program has been approved for 2.0 Strategic re-certification hours toward PHR and SPHR re-certification through the Human Resource Certification Institute (HRCI). The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that this program has met HR Certification Institute's criteria to be pre-approved for recertification credit. For more information about certification or re-certification please visit the HRCI homepage at www.hrci.org.

Organizational Change: Becoming an Adaptive Organization

Prerequisites: None
Schedule: Two-Hour Session

Course Objective

This workshop is part one of a four-part series designed to help organizations successfully implement organizational change. This course is designed for HR managers, business leaders, business owners, and team leaders who can influence and shift the work culture of an organization. This two-hour workshop offers participants an understanding of an emerging new trend in the understanding of organizational change. Attendees will participate in interactive exercises that demonstrate how to overcome resistance to change and be a successful change agent to help their organization adapt to internal and external forces that drive change.

*(**Note: Individuals may register for this course, even if they are not interested in the full series. **)*

Based on recent research, a new organizational change model called The Adaptive Organization has emerged. This model helps organizations prepare for and adapt to internal and external forces that drive change. It allows organizations to become more flexible and resilient, so that future changes can be dealt with more easily.

Carol Mase, in her article "The Adaptive Organization" states, "Unfortunately, faced with the need for change, we resist, preferring, either consciously or unconsciously, to wait until destabilizing external forces beyond our control impose change on us. We hold tight to the existing status quo continually reinforcing what isn't working." The key is to develop an adaptive organization.

The author further states, "Adaptive change also generates organizational learning, in such areas as greater collaboration, full engagement and trust." This is one of the ultimate goals of any good organizational change model.

Seminar Topics:

1. Discussion of The Adaptive Organization
 2. What is Adaptive Strain?
 3. How to move from Strain to Change?
 4. The Adaptive Strain Process
 5. Challenge in Organizational Change
 6. Benefits of Organizational Change
 7. Exercise in Addressing Adaptive Strain
 8. Questions/Answers/ Evaluations
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About the Speaker

Angelina Corbet serves as facilitator, consultant, coach, and trainer in service to individuals, partners and groups who want to live intentional lives. Angelina has provided strategic planning facilitation services for public, private and not-for-profit organizations since 1997. In addition, Angelina has taught Strategic Planning and Facilitation for the Charlotte Chamber of Commerce, Executive Service Corps., firstround.org, and the University of North Carolina at Charlotte. Prior to founding The Mobius Company, Angelina was Senior Vice President, Director of Human Resources & Infrastructure for Broadway & Seymour. Angelina has an MS in Business Policy from Columbia University as well as an MS and BS in Education.

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