



## Addressing the human side of change

Reflect on how you view and handle change processes.  
Make your organization more open to change.

The ability to engage employees in change is rapidly becoming a key determinant of business success. Leaders need a clear understanding of the factors involved in change, so they can take action and effectively lead.

CeleMI Exploring Change™ is a dialogue about change. Organizations, divisions, or teams that want to increase their return on investment for transformation initiatives can use the workshop to build a shared language and collective insights into what it takes to bring people on board.



### KEY THEMES

- Change
- Implementation
- Communication
- Alignment



### TARGET GROUP

People managers and change project managers.  
High potentials. Executive MBA students.



### PARTICIPANTS

8-16 per session.



### MATERIALS

A paper- and PowerPoint-based dialogue tool.



### TIME

4-7 hours.



## What clients say

*"We held the workshop as part of a 2-day management meeting, as we were planning the reorganization of our European distribution chain. The session helped us consider the full context of change, and put the spotlight on what we need to get right to bring people on board."*

– Kerstin Lindell, President and CEO, Bona AB



The Celemi Exploring Change™ workshop materials include a case study, explored through the eyes of four different employees. The case study can be used as a framework for adding additional topics that are relevant in a specific context or organization.

### Participants will

- Share their experiences of transformation processes.
- Apply theoretical models for organizational transformation and change.
- Deepen their understanding of the human side of change.
- Learn how to analyze financial ratios and key performance indicators.

### KEY CONCEPTS COVERED

Key concepts covered  
 Organizational resistance  
 Emotional responses  
 Communication  
 Implementation  
 Middle management buy-in  
 Alignment of reward structures