

Change Management: Moving to the Next Level FY22

This pathway seeks ways to support us as we move from surviving through the time of COVID to thriving in new directions. The Change Management Learning Pathway focuses on four areas: employee change management, management and change, and changing organizational culture and working virtually. The Pathway provides insight and develops competencies to respond positively to personnel, managerial and organizational change.

Learning Pathway classes required to earn a certificate:

Employee Change Management

Circle of Influence
Coaching Yourself and Others ¹
Crucial Conversations ^{1, 2, 3}
Taking Charge of Change

Management and Change

Successfully Managing Change
Managing Organizational Change – MC values to behavior¹

Virtual Working and Change

Open Door Webinars and Dialogue – 3 sessions
Intercultural Conflict & Virtual Work
Coaching Through Change¹

Changing Organizational Culture

Intercultural Conflict Inventory
Managing Organizational Change with Coaching¹
Organizational Culture and Change¹

¹ Also in Management LP ² Also in Communication & Conflict LP ³ Also in Communicating Professionally in the Workplace
The pathway classes are available to all employees through MC Learns as individual classes as well. If you are interested in achieving the certificate, the table below will help you plan your schedule. Not all classes are offered every year; it is at minimum a two-year plan.

Classes Scheduled for FY22

Class name	Class Length	Class Date(s)
Taking Charge of Change	1/2 day	August 5 and September 30, 8:45 a.m.-noon
Virtual Work and Change - Open Door Zooms - Remote Working - Managing Change in Virtual Teams - Leading Virtual Meetings	1.5 hours each	September 21, 28 and October 5 1-2:30 p.m.
Intercultural Conflict and Virtual Work – Preventing Derailment	½ day	October 15 8:45 a.m.-noon
Crucial Conversations	Five 2-hour classes	December 1, 3, 6 June 6, 7, 8, 10 8:45 a.m.-noon
Organizational Culture and Change	1 day	Feb 9 8:45 a.m. - 4:15 p.m.
Circle of Influence	1/2 day	March 23 8:45 a.m.-noon
Coaching Through Change	½ day	May 25 and May 27 8:45 a.m.-noon


Classes not listed will be offered in FY23

*A learning pathway is a series of classes that provides you with an in-depth exploration of a skill area. When completed, a certificate of learning is awarded to acknowledge your commitment to pursue the study and practice of a specialized area of professional development. Participation is paced to provide time to reflect upon your learning and integrate concepts and skills into your life and work.

Change Management: Moving to the Next Level - Learning Pathway Overview:

Classes	Brief Class Description*
Circle of Influence <i>Facilitator: Nathalie Thompson</i>	Examine events and circumstances in two categories: things we can influence and things we cannot influence. Examine how proactive people choose their responses to circumstances instead of reacting to circumstances beyond their control.
Coaching Yourself and Others <i>Facilitator: Richard Forrest</i>	Applying newly learned skills or knowledge at the workplace is a key challenge. Examine techniques from coaching experts on how to realize your own desired change goals, and support employees' development goals, in daily work practices.
Crucial Conversations <i>Facilitators: Richard Forrest, Cynthia Mauris</i>	Develop skills to plan and have an effective crucial conversation where stakes are high, emotions strong and opinions clash.
Intercultural Conflict Inventory <i>Facilitator: Herb Stevenson</i>	Complete an inventory to identify core approaches for resolving conflict across cultural differences, and practice effective methods to work with diverse groups.
Intercultural Conflict and Virtual Work – preventing derailment <i>Facilitator: Herb Stevenson</i>	Everyday workplace dynamics are shaped by a variety of forces. A virtual work environment presents a different context from which normal work routines and relations play out. This session focusses on how we recognize and respond to conflict in a virtual environment, and how to keep work relations dynamic and safe.
Managing Change with Coaching <i>Facilitator: Herb Stevenson</i>	High performing organizations use coaching to support key individuals and teams at times of major change. Develop managerial coaching skills to help employees achieve growth and stretch goals.
Coaching Through Change <i>Facilitator: Richard Forrest</i>	Applying and appraising newly learned skills or knowledge at the workplace is a key challenge. Examine techniques from coaching experts on how to realize your own desired change goals, and support employees' development goals in daily work practices. Develop competencies to positively affect morale and motivation.
Managing Organizational Change - MC Values to Behavior <i>Facilitators: MC Staff</i>	Examine MC organizational values of Diversity, Sustainability, Innovation, Excellence, Stewardship and Integrity in the context of culture and behavior. Formulate what the value means at work and with others in applied situations involving Equity, Ethics and Civility issues
Organizational Culture and Change <i>Facilitators: Richard Forrest</i>	Understand organizational behavior and systems based on a four-quadrant model and examine the impact of restructuring on people and departments. Develop competencies to reconcile contrasting views and expectations to change.
Successfully Managing Change <i>Facilitator: Joe Raia</i>	A framework for action helps us to be more effective in times of change. Develop a "Do and Don't" list for managing the "cycle of change" and apply new insights for engaging key stakeholders and leading in times of change.
Taking Charge of Change <i>Facilitator: Joe Raia</i>	Analyze the types of changes we experience in our work lives, the impact of change on productivity, and how to help manage our responses to those changes.
Virtual Work and Change – Open Door Sessions <i>Facilitators: MC Staff</i>	Using an open-door concept these facilitated sessions will rely on a minimum of prepared content and selected videos to foster dialogue on three subjects: Remote Work Foundations, Managing Change in Virtual Teams, and Leading Virtual Meetings. Challenging questions and Breakout rooms will drive these sessions. <i>Attend two of three sessions for the learning pathway credit.</i>

* Complete class descriptions and outcomes are in MC Learns.



If you are completing a learning pathway, register to attend the Learning Pathway Certificate Reception in June 29, 2021, 2022, in MC Learns. Certificates of completion will be presented to honor your commitment to your professional development.

