LEADING ORGANIZATIONAL CHANGE (LOC)

Learn powerful methods to revitalize your organization, gain cooperation, improve strategic thinking and creative problem-solving, boost performance, and extract maximum benefit from new opportunities.

WHO SHOULD ATTEND?
This program is targeted to senior executives endeavoring to guide and catalyze significant and sustainable change. If you are in the midst of, or are about to initiate, important changes to processes, strategies, structures, or culture, this program is for you. The program is especially recommended for leaders who are looking for new ideas; eager to engage with fellow participants in discussion, consultation, and experiential exercises; and committed to implementing an action plan for change in their business, nonprofit, or governmental organization.

PROGRAM BENEFITS
By attending this program, you will:
• Build organizational agility.
• Manage up, down, and sideways.
• Move from competing agendas to organizational alignment.
• Win hearts and minds to the efforts ahead.
• Drive creativity and flexibility in problem-solving.
• Guide people through the complexities of change.
• Leverage dilemmas to strengthen organizational strategy.
• Lead your organization to seize new opportunities.
• Anchor your plan of action to the real-world business challenges you are facing.
• Benefit from postprogram consultation with the program faculty.

IDEAS COMPETE, PEOPLE COLLABORATE
Consistently ranked among the top programs in the world, Executive Education at Chicago Booth is where intellectual rigor, engaging teaching, and cutting-edge research meet. We create and learn in an intense, exhilarating climate of discussion and debate.
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CONNECT WITH WORLD-CLASS FACULTY
The University of Chicago Booth School of Business has one of the most highly-regarded faculty of any business school in the world. Since Sweden's central bank, Sveriges Riksbank, established the Nobel Prize in Economic Sciences in 1968, nine Chicago Booth faculty members have won the award.

PROGRAM OUTLINE

Building Organizational Agility
• Establish trust and credibility as a leader
• Create a change-ready climate
• Build and maintain a shared vision

Exploiting Dilemmas
• Uncover crucial managerial and strategic dilemmas
• Recognize and manage “natural tensions”
• Use dilemmas to create better strategies and tactics

Winning Hearts and Minds
• Recognize the mental blocks to accepting new ideas
• Win over skeptics and naysayers
• Overcome resistance to change

Leading Diverse Stakeholders to a Common Future
• Uncover conflicting goals, beliefs, and expectations within your organization
• Manage differences and rivalries
• Understand your organizational culture and subcultures

Encouraging Creativity and Flexibility in Problem-Solving
• Frame problems for optimal solutions
• Foster innovative thinking
• Build top-notch teams for recognizing and seizing new opportunities

Seeing and Communicating the Big Picture
• Understand the sources of unintended consequences
• Use “Systems Thinking” to reduce chaos
• Improve coordination while avoiding “working at the cross purposes”

Developing New Skills and Behaviors
• Motivate people in times of transition
• Provide feedback that people will accept and use
• Manage performance

Developing Action Plans
• Create concrete strategies for leading organizational change
• Get everyone on board for the trip
• Lead up: upward-change management

FOR MORE INFORMATION, CONTACT:
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