

Negotiating Change Syllabus

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Instructor Information

Instructor

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Location & Days/Hours

Atlanta, GA Area - 2.5 Days

General Information

Description

Negotiating Change is not the same as Change Management, it is the way one can facilitate straight forward significant transparent changes in thinking and behavior at the individual and group levels. Having credible engaging interpersonal and organizational skills is necessary, yet a clear process for establishing a genuine relationship with people to gain entry into assessing what needs to change and their readiness for change is a must. Ultimately, the goal is to gain commitment to a set of actions that demonstrate the change has taken hold and what to do to keep it on track.

Expectations and Goals

1. Each person will learn intervention theory and planned change model, establishing relationship entry skills, and contracting for change.
2. Participants will learn about the myths of human development and organizational theory, such as, “fundamentally people don’t change,” or “it takes a significant emotional event to bring about change.”
3. People are not normally good observers of themselves, and when it comes to the challenges of gaining trust while still being very honest, it is critical to learning how to trust and be honest with yourself.
4. Participants will learn how to deal with chronic complainers and negotiate a change in this common behavior.

Course Materials

Required Materials/Actions

- Bring a laptop with Microsoft Office Suite and access to Google Chrome.
- Pad and Pen for note taking.
- Be prepared to share a story about a person, anonymously that has a significant impact on your success, yet the relationship is stressed. Think about what you would have to change as well as what they would have to change.



Suggested Text

- **Changing Minds:** The Art and Science of Changing Our Own and Other People’s Minds, Harvard Business School Press, Author: Howard Gardner
- **It’s Not What Happens To You; It’s What You Do About It:** Taking Responsibility for Change, Phoenix Press, Author: W. Mitchell with Brad Lemley
- **The Trust Edge:** How Top Leaders Gain Faster Results, Deeper Relationships, and a Stronger Bottom Line, Free Press, Author: David Horsager
- **Absolute Honesty:** Building a Corporation Culture That Values Straight Talk and Rewards Integrity, Blackwell Publishing, Authors: Don Edward Beck & Christopher C. Cowan
- **The No Complaining Rule:** Positive Ways to Deal With Negativity at Work, John Wiley & Son, Inc., Author: Jon Gordon