

## **The Times They are a-Changing--Helping Leaders Effectively Lead Organizational Change Efforts**

### **Description:**

During this session, the facilitator will:

- Level-set what organizational change is, why it's disruptive, and why being deliberate in managing the people side of change matters
- Explain the role of a leaders during times of change and share research-on the most common myths and mistakes
- Provide ideas on how to coach leaders during times of organizational change to better serve in their role

Foundational information specific to organizational change will be shared. This will include revisiting Lewin's 3-phase model on which all organizational change management models are built, spotlighting diverse emotional reactions to change through and focusing on the normal dip in productivity.

This information provides the baseline context for the importance of leader's roles during times of change. This will detail reframing common leadership myths and highlight best practice research on common mistakes leaders make during times of change. A change leadership framework will be introduced, focusing on sponsors and managers, their complementary roles, and ideas on how to help support leaders lead through change.

### **Learning Objectives:**

1. Describe why being deliberate in managing the people side of change matters
2. Describe the role of the leaders during times of organizational change
3. Identify the most common mistakes leaders make during times of change

### **How to Access:**

- At APA 2020 Portal
- For 1.5 CE\* at SCP OnDemand (Live Version Recorded at Feb. 2020 SCP Conference)

*\*The Society of Consulting Psychology (SCP, Division 13) is approved by the American Psychological Association to sponsor continuing education for psychologists. The Society of Consulting Psychology maintains responsibility for this program and its content.*

**Presenter:**



**Shannan Simms, PhD**

Shannan is an Organizational Psychologist with 20+ years of consulting experience in the federal and commercial sectors. She is known for her ability to partner with clients and team members to design solutions that achieve sustainable business results. Shannan currently leads Avaap's organizational change management practice. She leans forward to understand trends in industry that influence organizational operations and impact how people respond and react to change. She uses this information to develop new models and approaches to best support our clients navigate the complexities of change. Shannan oversees the portfolio of work aligned to organizational change management, partnering with her co-lead to bring the right solutions at the right time, developing talent, and ensuring quality of delivery. Prior to Avaap (formerly Navagator), Shannan worked at Booz Allen Hamilton leading a business in the federal sector developing high-performing teams to deliver quality executive communications, strategic communications, learning and performance support, and employee and stakeholder engagement solutions. Shannan holds a doctorate in Organizational Development and Leadership, is a Project Management Institute (PMI) certified project management professional (PMP), is a Prosci® Certified Advanced Instructor, and World Coaching Institute Professional Coach.