

WOMEN'S LEADERSHIP SERIES

Leading Organizational Change

Tuesday, December 6, 2022 | 9 am -12 pm ET

Session Description: This workshop introduces participants to research based concepts that provide a practical, relevant framework for managing change within an organization. Drawing on the work of John Kotter for transformation and Bruce Tuckman for group dynamics, participants will be provided with effective tools to facilitate change. Most importantly, participants will work collaboratively to solve real, pressing change management issues that members of the cohort are struggling with currently. Working in small groups, participants will have the opportunity to apply the principles of effective change management to solve real challenges. The session concludes with sharing out the solutions each team has arrived at, along with any “aha” breakthrough insights they experienced.

Objectives and Goals:

- Develop an understanding of effective steps toward change management
- Learn to recognize and manage patterns of group dynamics
- Gain insights into the similarities or differences of change challenges among the cohort
- Practice applying change management principles to actual business problems

Session Facilitator: [Marilyn Anthony](#) - Former professor of strategy and social entrepreneurship, Fox School of Business, Temple University; award winning freelance business writer and case study author.

9:00-9:05 AM	Introduction and Workplan- Marilyn Anthony
9:05-9:10 AM	First Challenge
9:10-9:20 AM	Research & Context: Phase 1 & 2
9:20-9:25 AM	Reflection Poll
9:25-9:45 AM	Research and Context: Phase 3
9:45-10:00 AM	Break
10:00-10:05 AM	Tuckman's Model
10:05-10:15 AM	The “Progress Principle”
10:15-10:20 AM	Second Challenge
10:20-11:20 AM	Team Challenge
11:20-11:50 AM	Report Out
11:50- 12:00 PM	Final Thoughts, Resources and Course Close Out

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Career Management

Tuesday December 6, 2022 | 1:00 pm – 4:00 pm ET

Session Description: This session is a journey through your personal goal setting process. During our time together, participants will explore their current landscape by creating a personal SWOT analysis. We will then use that information to understand your career goals in the context of other life goals and the impact these goals have on each other. We will also explore frameworks that influence career management decisions along with ways to shift behaviors to create more meaningful decisions. Then, we will use this information to create an individual plan to support the goals that you most want to achieve.

Objectives and Goals:

- Define personal strengths, weaknesses, opportunities, and threats
- Understand the differences between goals and outcomes
- Build a personal structure of life goals
- Explore personal career management behaviors and ways to shift them to get a more meaningful outcome
- Develop a personal career management plan

Session Facilitator:

[Jackie Linton](#), President JL HR Solutions, LLC

Schedule:

1:00–1:10 PM	Introduction
1:10–1:30 PM	Putting Career Experiences in Perspective
1:30–1:50 PM	Framing Your Career Goals
1:50–2:10 PM	Locus of Control
2:10–2:25 PM	Break
2:25–2:45 PM	Learning Agility
2:45–3:15 PM	Understanding Your Risk Profile
3:15–3:50 PM	Creating a Plan that Works
3:50–4:00 PM	Wrap Up

