

# Thriving Through Change eLearning Module

Frontline employees experience change in their own individual ways, and how they transition through change depends on their sense of ownership for the change. The Thriving Through Change eLearning module will help people prepare themselves for change, providing action steps that can be followed to move through change successfully.

## Who Is This Course For?

This module is designed for any front-line employee facing change in an organization. Through this virtual learning module, participants will learn that they have the power to be proactive in their change experience. Participants will reflect on the changes happening in their organizations. They will explore their emotional reactions to change and plan for how to manage their feelings. Using the Prosci ADKAR® Model, participants will evaluate a current change and learn specific actions they can take to increase their acceptance of a change. Participants will also hear about David and Jorge, two example characters who approach a change in very different ways, to guide their own actions.

## Learning Objectives

During this module, participants will:

- Understand that change is a process, and organizational change depends on each person making a transition
- Identify the normal emotional reactions to change and how they influence a person's experience with change
- Pinpoint where they are in a current change process and understand what could hold them back from being successful
- Plan actionable steps to engage in a current change and begin to take control of their experience

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## Agenda

The following sections are covered in this module:

### Introduction and learning objectives

### Change is a process and understanding how you move through change

### Current state: where you are now

#### Transition state

- Using ADKAR to identify change challenges
- Desire

### Future State: what you do determines where you go

- Conclusion and next steps

## Experiential learning

Participants will select a specific change happening in their workplace and reflect on this change throughout the module. Participants will use their own emotional reflection and ADKAR profile to plan how to prepare themselves for their selected change. They will then learn specific tactics to help raise their ADKAR levels to be successful with change.

The module concludes with a downloadable output of the participant's responses that they can reference throughout their current change and any future changes.

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